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CAUT ACPPU BULLETIN

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Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

RACISM STOP IT!
METTONS FIN AU RACISME!

March 21 mars

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CAUT Raises Concerns over York Deal with Private Think Tank

CONCERNED about universities abandoning academic integrity, CAUT's academic freedom and tenure committee has recommended that censure of the administrations of York, Wilfrid Laurier and Waterloo universities be initiated at the April CAUT Council meeting.

"The situation at York University is the most serious," said Len Findlay, who chairs the committee. "At issue is an agreement signed by the university which gave a donor's private think tank unprecedented powers in relation to strict academic matters."

The agreement reached in August 2011 between York and the Centre for International Governance Innovation (CIGI), the think tank run by former co-CEO of Research in Motion Jim Balsillie, was to create a program in international law through York's Osgoode Hall Law School with 10 new chairs financed by money from the Ontario government, the university and Balsillie through CIGI.

The agreement foresaw a program to be administered by a steering committee with two voting members from the university and two from CIGI. The committee was to develop chair research areas, and establish financial terms and research expectations for each of the chairs, including their research plans, and to determine the short list of candidates from which the university would be allowed to hire.



A multi-million dollar deal York University signed recently with Jim Balsillie's Centre for International Governance Innovation for a new program in International law gives the Waterloo-based think tank say over areas in which the program's chairs will work, their research plans & who can be hired.

See CAUT RAISES CONCERNS Page A4 →

L'ACPPU conteste une entente conclue entre l'Université York et un groupe de réflexion privé

PRÉOCCUPÉ par la question de la renouveau à l'intégrité académique par les universités, le Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU a recommandé au Conseil de l'ACPPU d'engager, à sa réunion d'avril, la procédure de sanction contre les administrations de l'Université York, de l'Université Wilfrid-Laurier et de l'Université de Waterloo.

« C'est à York que la situation est la plus grave », a déclaré Len Findlay, président du Comité. « Le problème vient d'une entente conclue entre l'Université et un groupe de réflexion privé d'un donateur, en vertu de laquelle l'Université accorde à ce partenaire des pouvoirs inégalés relativement à des questions d'ordre strictement académique. »

L'entente signée en août 2011 par York et le Centre pour l'innovation dans la gouvernance internationale (CIGI), groupe dirigé par Jim

Balsillie, ancien coprésident-directeur général de Research in Motion, vise la création d'un programme de droit international à l'école de droit Osgoode Hall de York, dans lequel dix nouvelles chaires seront financées conjointement par le gouvernement ontarien, l'Université et M. Balsillie, par l'entremise du CIGI.

Selon l'entente, l'administration du programme sera confiée à un comité directeur composé de deux membres votants recrutés parmi l'effectif de l'Université et de deux membres votants issus du CIGI. Le comité a le mandat de définir les domaines de recherche des chaires et d'établir les modalités financières et les attentes pour

chacune d'elles, y compris les plans de recherche. Il est également chargé de dresser une liste restreinte de candidats parmi lesquels l'Université devra engager son personnel.

« Non seulement le CIGI peut-il participer à la prise de décisions sur toutes ces questions académiques, mais il détient aussi un droit de veto dans chaque cas », a soutenu M. Findlay. « Cela constitue une violation fondamentale du principe de l'intégrité académique par l'administration de l'Université, peut-être la plus grave commise par une université canadienne. »

Voir L'ACPPU CONTESTE à la page A4 →

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Letters to the Editor

Letters for publication are welcome. Letters should address a specific article, comment, or letter that recently appeared in the paper or be tied to recent events. Letters are limited to 300 words and may be edited for length and clarity. Include your name, address and phone number. Anonymous letters will not be accepted. Submissions that are considered potentially libellous will not be published. We read every letter we receive and every letter gets equal consideration. Publication is at the sole discretion of CAUT. If your letter is accepted for publication, you will be contacted.

Courrier des lecteurs

La rédaction du Bulletin invite les lecteurs à lui écrire. Les lettres doivent porter sur un article, un commentaire ou une lettre précis qui sont parus dans le Bulletin ou qui ont trait à des actualités récentes. Les textes, dont la longueur est limitée à 300 mots, pourront être révisés par souci de clarté et de concision. Veuillez indiquer vos nom, adresse et numéro de téléphone. Nous ne publierons ni les lettres anonymes ni les textes que nous estimons potentiellement diffamatoires. Nous lisons avec une même attention toutes les lettres que nous recevons. L'ACPPU se réserve le droit de choisir celles qui seront publiées. Nous communiquerons avec les auteurs des lettres qui seront publiées.

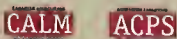
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COMMENT OPINIONS

LETTERS

Student surveys defended

In my opinion the commentary "Student Surveys a Poor Measure of Teaching Competence" (*Bulletin*, January 2012) discredits the extensive academic literature on teaching evaluations and the experience-based learning intelligence of students.

For CAUT to publish this opinion to tens of thousands of Canadian acade-

mics, one would reasonably expect the authors to be experts in teaching development and experts at illuminating the interface between patients and medical doctors, who are supposed to "listen to the patient" (Osler, 1849-1919).

Instead, the proposed approach appears to be a difficult-to-implement, time-consuming-for-peers, expensive, and likely statistically-unreliable "solution" for overly-extensive summative purposes. My perspective is that greater

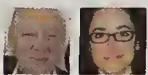
formative emphasis is needed to improve both teaching and student learning experiences.

Further, the proposed alternative to student surveys undermines individual student experiences over many years and reduces the possible learning benefits for future students taught by the same professor.

Bob Schulz
Haskayne School of Business
University of Calgary

TRIBUNE LIBRE

L'UQAM en violation des normes régissant la liberté d'expression



Par MICHEL CHOSSUDOVSKY
et JULIE LÉVESQUE

EN juin dernier, le Centre de recherche sur la mondialisation (CRM) a effectué une démarche auprès de l'Université du Québec à Montréal (UQAM). Il s'agissait de réserver une salle pour la tenue d'une conférence publique en date du 8 septembre portant sur les enjeux de la guerre et de la sécurité nationale dans l'après 11-Septembre.

La conférence constituait un événement commémoratif pour les victimes des attaques du 11-Septembre et mettait l'accent sur les crimes de guerre commis par les États-Unis et l'OTAN à l'encontre de l'Afghanistan (2001) et l'Irak (2003), sous le prétexte de mener, sous un mandat humanitaire, une guerre contre le terrorisme.

Le CRM avait soumis un projet détaillé aux instances de l'UQAM avec les noms des conférenciers et les sujets abordés.

Parmi les conférenciers invités figuraient Wayne Madsen, journaliste d'enquête ayant une vingtaine d'années d'expérience sur les questions de sécurité nationale. M. Madsen a travaillé entre autres pour l'Agence de sécurité nationale (National Security Agency) et le département d'État étasunien. Son exposé portait sur la sécurité nationale, la manipulation médiatique et le terrorisme.

Cynthia McKinney, ancien membre (démocrate) du Congrès des États-Unis et candidate pour le Parti vert aux élections présidentielles, était aussi au programme le jour de l'événement. Mme McKinney se penchait sur les guerres issues du 11-Septembre ainsi que sur la question des droits de la personne aux États-Unis au lendemain du 11-Septembre.

Aussi comme invité, correspondant à Tripoli durant les bombardements de l'OTAN et associé de recherche du CRM, Mahdi Darius Nazemroaya.

La demande de réservation a été refusée par le recteur de l'UQAM, Claude Corbo, en consultation avec le directeur du Service de la prévention et de la



Vue du campus central de l'UQAM.

L'UQAM ne veut pas que l'on parle du 11-Septembre dans une perspective critique et nuancée dans son enceinte et refuse de laisser certaines personnes s'y exprimer.

sécurité de l'UQAM ainsi que d'autres instances de l'Université. Après le refus de l'UQAM, la conférence-débat a eu lieu le 8 septembre 2011 au Cinéma du Parc.

Malgré des demandes répétées, même par courrier recommandé, l'UQAM a refusé de justifier son refus par écrit. Rejoint par téléphone, le chargé de projet pour la location de salle de l'UQAM a toutefois expliqué en détails au CRM que la demande avait été rejetée par le recteur pour les raisons suivantes : en raison de la rentrée scolaire, le Service

de la prévention et de la sécurité de l'UQAM recommande de ne pas tenir cet événement, « vu le volume d'activités sur le campus, et les risques de débordement »; « Le 11-Septembre est un événement symbolique auquel l'UQAM ne veut pas être associée. L'université ne veut pas non plus donner l'impression qu'elle cautionne une conférence à ce sujet, d'un point de vue ou de l'autre »; et l'UQAM n'aime pas le profil d'un des conférenciers.

De toute évidence, les raisons de prévention et de sécurité n'étaient pas en cause et ont été invoquées uniquement pour donner une certaine légitimité aux véritables raisons du refus : l'UQAM ne veut pas que l'on parle du 11-Septembre dans une perspective critique et nuancée dans son enceinte et refuse de laisser certaines personnes s'y exprimer. D'emblée cette décision exclut également un débat sur les enjeux géopolitiques sous-jacents.

Les motifs évoqués par le recteur de l'UQAM constituent une violation de la

Voir l'UQAM à la page A7 →

PRESIDENT'S COLUMN

Do We Have a Pension Crisis?



By WAYNE PETERS

ABOUT half of all pension plans at post-secondary institutions in Canada are defined benefit plans in which income on retirement is based on salary and years of service. In these, employees contribute a fixed amount while the employer pays the balance required to ensure its obligation to retirement income can be met. Another third of pension plans are in the form of defined contribution plans. In these, the employer and the employee each contribute a fixed amount to be invested for the employee. The benefit is a function of the return on the investment made. Other retirement systems generally combine features from defined benefit and defined contribution plans.

Increasingly our employers maintain our pension plans are in serious trouble — nothing short of a crisis — being saddled with significant deficits in funding. They see them as huge liabilities, especially the defined benefit plans or those with defined benefit elements. Consequently, covering this funding gap is often claimed to be one of the fastest growing costs on our campuses. A cost, needless to say,

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A big gap exists between how academic staff associations & employers see the pension issue.

our employers urgently want to control.

Employers argue that everyone needs to act in the best interest and long-term sustainability of our pensions. This usually means they want members to contribute more to the plan, compelling them to shoulder more of the liability. They might also seek to move away from defined benefit plans to defined contribution plans, which while reducing the employer's liability and cost uncertainty, comes at a loss of pension security for plan members.

While it is true that many of our pension plans appear to be underfunded, it is absolutely essential that academic staff associations secure their own analyses of the situation. Our employers rely on actuarial valuations to support claims of pension crisis. However, the appropriateness of the assumptions on which these

assessments are built needs to be carefully scrutinized, and the contributory factors to underfunding need to be understood. So, while there may be some underfunding, the crisis should not be conceded too quickly.

Plan deficits are products of a number of factors, some within our control and others not. The most obvious is the performance of equity markets and rates of return. Markets have not done so well over the last several years and investors need higher returns to cover lost ground. Notwithstanding this, investment management is under the control of pension plans. Accordingly, employee groups must insist on better assurance that prudent investment strategies are developed and followed.

One factor that has had a major impact on the current levels of plan deficits, though, is the contribution holiday. Pension plans have not always been in deficit situations. There have been surpluses in the past when our plans were overfunded. During those times on many campuses, employers temporarily suspended their contributions. The surplus funds were used instead to pay the required contributions until the surplus dropped to a more appropriate level. In the meantime, employers were able to divert to other priorities the funds which they

otherwise would have been required to pay into the plan.

At Wilfrid Laurier University, for example, the employer took a full contribution holiday from 1994 to 2002. Employees were relieved only partially from their contributions during 2000 and 2001. The funding shortfall in the pension plan at Wilfrid Laurier that resulted from these holidays was \$64.2 million by 2010, of which \$59.3 million was the employer's share.

So, while plan deficits can result from a number of factors, the contribution holidays taken in the past, primarily by our employers, have significantly affected the current levels of underfunding. These same employers now want us to pay through increased contributions for their earlier decisions. What this should confirm, however, is that employee groups must seek more control over surplus utilization. Instead of taking contribution holidays, for instance, plan benefits could be improved.

It's important to remember that plan assets — and I mean the contributions paid by both employers and the employees — belong to employees. It is deferred compensation, plain and simple. We must think in terms of a comprehensive total compensation package, including salary, benefits, pension, and other programs and services, which we

negotiate in return for our employment. We agree to a pension benefit in lieu of higher salary earnings and should resist when employers want to claw this back.

On most campuses, employers have long asserted that pension plans are the domain of management rights and somehow outside the scope of bargaining. They know bargaining means surrendering control to the outcome of contract talks. If our employers want us to contribute more money to our pension plans then we must demand more of a say in decision making and control of the plan. The only effective way to do this, while representing our members' interests, is through collective bargaining in the context of a workplace compensation package that includes pensions.

At the end of the day, a big gap exists between how academic staff associations and employers see the pension issue. Associations often want improvements to plan benefits, which result in added costs, while employers want increased employee contributions to cover deficits. Collective bargaining at least provides assurance that off-loading deficit problems onto academic staff through increased contributions won't be implemented unilaterally to fix a perceived crisis that was never of our making in the first place. ■

LE MOT DU PRÉSIDENT

Nos régimes de retraite sont-ils en crise?

Par WAYNE PETERS

ENVIRONN la moitié des régimes de retraite offerts au personnel des établissements d'enseignement postsecondaire au Canada entre dans la catégorie des régimes de retraite à prestations déterminées. Le revenu de retraite y est calculé en fonction du salaire et des années de service. Chaque employé verse une cotisation fixe et l'employeur, le montant nécessaire pour atteindre le revenu de retraite préétabli auquel l'employé a droit. Le tiers des autres régimes de retraite sont des régimes à cotisations déterminées. Dans ces régimes, employé et employeur versent des cotisations fixes, qui sont placées au nom de l'employé. Le revenu de retraite dépend du rendement des placements effectués. Enfin, d'autres régimes de retraite sont des versions mixtes des deux catégories précédentes.

Il est de plus en plus courant d'entendre nos employeurs invoquer les graves difficultés — que dire, la crise! — auxquelles font face nos régimes de retraite, aux prises avec

de lourds déficits de capitalisation. À leurs yeux, les régimes de retraite sont des obligations écrasantes, particulièrement ceux à prestations déterminées ou ceux qui en ont certaines caractéristiques. Fidèles à leur logique, nos employeurs soutiennent souvent que le rétablissement de l'équilibre financier des régimes est le poste de dépenses qui croît le plus rapidement sur les campus. Un poste sur lequel, il va sans dire, ils souhaitent avoir la haute main de toute urgence.

Les employeurs déclarent que tous doivent avoir à cœur l'intérêt supérieur et la pérennité de nos régimes de retraite. En clair : les participants doivent assumer une plus grande part du fardeau de la retraite. Pour y parvenir, plusieurs formules sont possibles. On peut augmenter la cotisation des participants. Ou les employeurs peuvent remplacer le régime à prestations déterminées par un régime à cotisations déterminées, une solution qui aurait l'avantage de réduire leurs engagements et d'atténuer l'incertitude quant aux coûts du

régime. Mais pour les participants, ce serait la fin des prestations de retraite garanties.

Bon nombre de nos régimes de retraite semblent effectivement sous-capitalisés, mais il importe que les associations de personnel académique se rendent compte par elles-mêmes de la situation. Nos employeurs brandissent des analyses actuarielles pour démontrer l'état de crise dans lequel se trouveraient, de leur point de vue, les régimes de retraite. Cependant, il faut évaluer soigneusement la pertinence des hypothèses à la base de leurs évaluations et bien comprendre les facteurs qui contribuent au manque de capitalisation. Il n'est pas question de nier que les régimes de retraite sont déficitaires, mais ne crions pas à la crise trop vite.

De nombreux facteurs peuvent entraîner les régimes en territoire négatif. Certains sont de notre ressort, d'autres pas. Le facteur le plus évident est sans conteste la performance des marchés boursiers. Les marchés boursiers sont malmenés depuis plusieurs années et les in-

vestisseurs doivent pouvoir compter sur des rendements plus élevés pour regagner le terrain perdu. Néanmoins, la gestion des placements est du ressort des régimes de retraite. En conséquence, les groupes d'employés doivent insister pour obtenir une meilleure assurance que la prudence dicte le choix des stratégies de placement appliquées.

Un facteur à toutefois pesé lourd dans l'actuel déséquilibre financier des régimes de retraite : les suspensions de cotisations. Les régimes de retraite n'ont pas toujours été déficitaires. Il leur est même arrivé dans le passé d'avoir trop d'argent en caisse par rapport à leurs besoins. À ces moments, de nombreux établissements d'enseignement ont décidé de suspendre temporairement leurs cotisations. Ils ont puisé dans les excédents pour verser les cotisations obligatoires tant que ceux-ci n'ont pas été ramenés à un niveau plus approprié. Entretemps, ils ont pu affecter à d'autres priorités les fonds qu'ils auraient dû verser dans le régime.

À l'Université Wilfrid-Laurier, par exemple, l'employeur a suspendu complètement ses cotisations de 1994 à 2002. Les employés n'ont bénéficié que d'une diminution de leurs cotisations en 2000 et 2001. Ces actions ont fait basculer le régime de retraite dans le rouge. En 2010, son déficit atteignait 64,2 millions de dollars, dont 59,3 millions de dollars étaient attribuables à l'employeur.

Par conséquent, s'il est vrai que de nombreux facteurs peuvent être à l'origine des déficits des régimes de retraite, les suspensions de cotisations passées, principalement celles de nos employeurs, ont grandement contribué à l'actuelle sous-capitalisation des régimes. Ces mêmes employeurs veulent maintenant augmenter nos cotisations, question de nous refiler la note de leurs décisions antérieures. Il y a là une leçon à tirer : les groupes d'employés doivent réclamer un droit de regard accru sur l'utilisation des excédents. Par exemple,

Voir NOS RÉGIMES à la page A6 ➔



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NEWS

CAUT Raises Concerns over York Deal with Private Think Tank

➔ From PAGE A1

"Not only is CIGI to be given a voice in making all these academic decisions, it is given veto power on each," said Findlay. "This is a fundamental violation of academic integrity by the university administration, perhaps the most serious we have seen at any university in Canada."

A donor's think tank or foundation should have no voice in a university's decision making in such areas, according to Findlay.

Osgoode Law School faculty appear to have agreed. They tried for months to get the offensive aspects removed from the agreement, to no avail. In February the York administration abandoned plans to offer the program through the law faculty and relocated it to other faculties.

Facing growing public pressure, York and CIGI adopted a series of protocols, the last of which did remove CIGI's ability to veto who could be on the shortlist of candidates to be interviewed. Under the latest protocol, if the CIGI members of the steering committee disagree with the university representatives, the issue will be turned over to a group of outside independent scholars who have final authority over whom the university can consider. CIGI's veto power remains over determination of research areas for each chair and over the setting

of research expectations and research plans for each.

The concerns at Wilfrid Laurier and Waterloo involve the two universities' agreement to a governance structure for their joint Balsillie School of International Affairs (BSIA). Funded by a \$33 million donation from Balsillie, the school offers Waterloo and Wilfrid Laurier graduate programs in international governance and policy.

The structure calls for the school to be governed by a board on which the two universities and CIGI each have two representatives. The board has the authority to decide which programs shall be designated BSIA academic programs, choose the senior academic who will be director of the school, have final budgetary and operational authority for the school, and decide the school's strategic research direction. Any decision of the board requires the support of at least one of the two CIGI members to pass.

"All of these should be the exclusive domain of the universities," said Findlay. "We are setting a very dangerous precedent when we allow private donor organizations to have a role, much less a veto, in academic matters."

CAUT executive director James Turk says he hopes the academic freedom and tenure committee's concerns will lead the universities to modify their agreements to protect academic integrity. ■

L'ACPPU conteste une entente conclue entre l'Université York et un groupe de réflexion privé

➔ Suite de la PAGE A1

Il estime qu'un groupe de réflexion ou une fondation d'un donateur ne devrait pas avoir voix au chapitre dans les décisions qui doivent prendre une université dans pareils domaines.

Il appert que le corps professoral de l'école de droit Osgoode Hall a avalisé l'entente après avoir tenté, pendant plusieurs mois, d'en faire retirer les dispositions condamnables, mais sans succès. En février, l'administration de York a décidé d'offrir le programme à d'autres facultés plutôt qu'à la faculté de droit.

Sous la pression grandissante de l'opinion publique, York et le CIGI ont adopté un ensemble de protocoles, dont le dernier en date affirme la seule autorité de l'Université dans la désignation des candidats reçus en entrevue. Il n'est plus question ici que le CIGI détienne un droit de veto à cet égard. Ce protocole prescrit également qu'en cas de désaccord entre les représentants du CIGI au sein du comité de direction et ceux de l'Université, un groupe de chercheurs externes indépendants soit saisi de la question et ait le dernier mot sur le choix des candidatures que l'Université peut considérer. En revanche, en ce qui a trait aux chaires, le CIGI conserve son droit de veto sur la sélection des domaines de recherche ainsi que sur la définition des attentes et des plans en matière de recherche.

Par ailleurs, le Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU se penche

également sur la structure de gouvernance de la Balsillie School of International Affairs (BSIA), qui est partenaire de l'Université Wilfrid-Laurier et de l'Université de Waterloo. Bénéficiaire d'un don de 33 millions de dollars de M. Balsillie, la BSIA offre des programmes d'études supérieures en gouvernance et politique internationales aux deux universités.

Selon la structure de gouvernance en place, la BSIA est dirigée par un conseil formé de deux représentants de chaque université et du CIGI. Ce conseil est habilité à nommer le directeur de la BSIA et à sélectionner les programmes qui sont offerts aux deux universités, détiennent le pouvoir ultime concernant le budget et le fonctionnement de la BSIA et déterminent son orientation stratégique en matière de recherche. Chacune de ses décisions doit être approuvée par au moins un des deux représentants du CIGI.

« Toutes ces responsabilités devraient être l'apanage des universités », a affirmé M. Findlay. « Nous créons un précédent très dangereux en attribuant aux organismes donateurs privés un rôle, et pis encore, un droit de veto, dans les affaires académiques. »

Le directeur général de l'ACPPU, James Turk, dit espérer que les préoccupations exprimées par le Comité de la liberté académique et la permanence de l'emploi amèneront les universités à revoir leurs ententes afin de préserver l'intégrité académique. ■

NEWS ACTUALITÉS

Quebec Students Take to Streets for Protest against Tuition Fee Hikes

MORE than 100,000 Quebec students have walked out on their classes, in an ongoing protest against the government's planned 75 per cent tuition fee hike.

"We're mobilizing against tuition increases because of the disastrous effects for students and our families," said Martine Desjardins, president of the Fédération étudiante universitaire du Québec.

The government says it's not budging on its plan to increase tuition fees in Quebec by \$1,625 over the next five years, as part of a broader series of measures to increase funding for the province's universities.

Strike supporters argue the increase will force students to drop out, and say they're confident political pressure will keep the government from raising tuition fees.

In the event of a strike, Education Minister Line Beauchamp has asked faculty to continue offering classes for students who are not joining the protest.

But Desjardins says the minister's directive is "creating tension and confrontation" on campuses by prompting administrations to intervene in strike votes. Administrators have warned if the current semester has to be cancelled because of the walkout, CEGEPs and universities would have the challenge of accommodating a double cohort in the fall of 2012.

Students are promising the protest will continue to intensify, with more student associations organizing strike votes in the days leading up to a major demonstration in Montreal in late March, around the time the Quebec government tables its upcoming budget.

Students across the country are uniting in solidarity with their Quebec colleagues, said Roxanne Du-



Thousands of CEGEP & university students are on strike across Quebec, hoping to force the provincial government to back off plans to increase tuition fees by \$1,625 over five years.

bois, chairperson of the Canadian Federation of Students.

"Tuition fees are much too high in Canada and they act as the main barrier preventing young people from pursuing their post-secondary education," she said. "Quebec should not be following the path of other provinces that have failed to provide accessible education and should instead be investing in its exemplary education system by keeping it accessible."

The Quebec student movement boasts eight general strikes since 1968 — seven of those actions ended with successful results.

The largest student protest ever staged in Quebec history took place in February and March 2005 when the government, led by Premier Jean Charest, changed the student aid program by transforming \$103 million in grants to loans. Federations of CEGEP and university student unions called for a strike and at the height of the protest an estimated 230,000 students — over half the entire student population of Quebec — boycotted classes. With the conflict escalating, the government agreed to reinstate the bursary funds.

This time around, there's been

almost two years of province-wide campaigning on the tuition issue and students are determined to maintain a strong show of force demanding that fees be frozen, said Gabriel Nadeau-Dubois, a spokesperson for the protestors from Coalition large de l'Association pour une solidarité syndicale étudiante.

"The Liberal government adopted a similar attitude in 2005 and retreated after students went on strike," he told the *Globe and Mail*. "Over time we believe we can force the government to back down again."

Saskatchewan Labour Law Partially Struck down by Court

A SASKATCHEWAN court has struck down a provincial law that limited the ability of public service employees to go on strike.

In a decision released Feb. 6, Court of Queen's Bench Justice Dennis Ball found the province's new essential services legislation had "significantly deleterious effects on protected rights" under the Charter of Rights and Freedoms.

"This is an extremely important decision for working people, not only in Saskatchewan, but for those across the country," said Larry Huhich, president of the Saskatchewan Federation of Labour, in a media release. "The charter is the highest law in Canada, and we must always be vigilant when governments propose to limit people's basic rights as Canadian citizens."

In 2008 the province's labour movement launched a charter challenge against two pieces of labour legislation — Bill 5: the Public Service Essential Services Act and Bill 6: the Trade Union Amendment Act, introduced by the newly-elected Saskatchewan Party government in December 2007.

The unions argued the laws effectively abrogated workers' freedom to organize, to bargain collectively and to strike.

Essential services legislation exists in every jurisdiction except Saskatchewan, but the unions asserted Bill 5 prohibited the right to strike by too broad a range of public service employees, lacked a dispute resolution process to address employer designations of essential service workers, and was implemented without union consultation.

Although Justice Ball found elements of Bill 5 violated the charter and declared the act invalid, he granted 12 months for the province to revise the legislation. The government said it is appealing the judge's ruling.

The second part of the judge's decision upheld Bill 6 that now changes the process for union certification in Saskatchewan.

Before the amendments to the Trade Union Act were introduced, a trade union seeking certification was required to file support cards signed by at least 25 per cent of employees within six months of the application.

The new requirements raise the minimum support level to 45 per cent, reduce the validity of support cards to three months, and makes voting on an application a mandatory secret ballot, a process unions said in affidavits filed with the court that "swings the labour relations pendulum" towards employer interests at the expense of unions and workers. They argued the provisions for certification introduced by the amendments are so onerous that they infringe on workers' freedom to organize.

Justice Ball found no infringement on the rights of workers and dismissed the unions' claim that some or all of the provisions were constitutionally invalid. ■

Version française à la page A8.

Des cortèges d'étudiants québécois manifestent contre la hausse des frais de scolarité

PLUS de 100 000 étudiants québécois ont débrayé et déserté les cours en guise de protestation contre la hausse prévue des frais de scolarité de 75 %.

« Nous nous mobilisons contre la hausse des frais de scolarité, car celle-ci aura des impacts néfastes sur toute la société », a déclaré la présidente de la Fédération étudiante universitaire du Québec, Martine Desjardins.

Le gouvernement de Jean Charest se montre inflexible sur sa décision d'augmenter les frais de 1 625 \$ sur les cinq prochaines années, qui s'inscrit dans le cadre de son plan général visant à augmenter le financement des universités de la province.

Les partisans de la grève soutiennent que la hausse aura pour effet d'obliger les étudiants à abandonner leurs études, mais ils se disent confiants que les pressions politiques exercées contre le gouvernement conduiront celui-ci à revenir sur sa décision.

La ministre de l'Éducation Line Beauchamp a demandé aux pro-

fesseurs confrontés à la grève dans leurs établissements de continuer à donner leurs cours pour les étudiants qui ne participent pas au mouvement de contestation.

Selon Mme Desjardins, la directive de la ministre instaure un climat de tension et de confrontation sur les campus en poussant les administrations à intervenir dans les grèves déclenchées au sein de leurs établissements. Les dirigeants ont d'ailleurs prévenu que si la session en cours devait être annulée à cause du débrayage, les cégeps et les universités auraient à faire face à l'arrivée d'une double cohorte d'étudiants à l'automne de 2012.

Les étudiants promettent de poursuivre et d'intensifier leurs actions dans la foulée desquelles les associations étudiantes seront de plus en plus nombreuses à organiser des votes de grève au cours des jours qui précéderont la tenue d'une manifestation monstre à Montréal à la fin mars, au moment où le gouvernement du Québec déposera son prochain budget.

Les étudiants partout au pays sont solidaires de leurs collègues québécois, assure Roxanne Dubois, la présidente de la Fédération canadienne des étudiantes et étudiants.

« Les frais de scolarité sont beaucoup trop élevés au Canada, ce qui représente le plus important obstacle empêchant les jeunes d'entreprendre des études postsecondaires », affirme Mme Dubois.

« Le Québec ne devrait pas suivre l'exemple des autres provinces qui n'ont pas réussi à offrir une éducation accessible. Le Québec devrait plutôt investir dans son système exemplaire, pour qu'il demeure accessible. »

Depuis 1968, huit grèves étudiantes générales ont eu lieu au Québec, parmi lesquelles sept ont mené à des résultats concluants.

La plus grande mobilisation étudiante de l'histoire de la province s'est tenue en février et mars 2005 lorsque le gouvernement Charest a réformé le programme d'aide financière aux étudiants en convertissant 103 millions de dollars de bourses en prêts. Les fédérations des asso-

ciations étudiantes des cégeps et des universités avaient alors appelé à une grève générale, et au plus fort du mouvement quelque 230 000 étudiants, soit plus de la moitié de la population étudiante du Québec, avaient boycotté leurs cours. Face à l'escalade du conflit, le gouvernement avait fini par rétablir les fonds accordés en bourses.

Cette fois-ci, il y a près de deux ans qu'a été amorcée à l'échelle de la province la campagne de mobilisation sur le gel des frais de scolarité, et les étudiants sont déterminés à se battre jusqu'au bout pour obtenir entièrement gain de cause, a déclaré Gabriel Nadeau-Dubois, porte-parole de la Coalition large de l'Association pour une solidarité syndicale étudiante.

« Le gouvernement libéral a adopté une attitude semblable en 2005 pour finalement faire marche arrière après la grève générale des étudiants », a-t-il souligné dans une entrevue donnée au *Globe and Mail*. « Nous croyons qu'à terme nous ferons reculer le gouvernement encore une fois. » ■

La C.-B. maintient le cap sur les compressions budgétaires

Le ministre des Finances de la Colombie-Britannique, Kevin Falcon, réserve de sombres perspectives aux universités et collèges de la province avec la réduction du soutien à l'éducation postsecondaire annoncée dans son budget provincial de février.

« Une semaine après que le gouvernement de l'Alberta s'est engagé à augmenter de plus de 6 % sur trois ans son appui au secteur de l'éducation postsecondaire, le gouvernement de la C.-B. annonçait une réduction cumulative de 2,2 % pour la même période », déclare David Mirhady, président de la Confédération of University Faculty Associations of British Columbia.

Le ministre Falcon a affirmé que le gouvernement mettrait les universités et collèges au défi « de réduire leurs dépenses de 1 % », ajoutant qu'ils pouvaient réaliser des économies en comprimant leurs dépenses discrétionnaires, tels les déplacements et l'administration.

C'est inacceptable, selon George Davison, secrétaire-trésorier de la Federation of Post-Secondary Educators.

« Le ministre des Finances met nos établissements au défi de réduire leurs dépenses, mais ce défi s'inscrit dans une tendance qui, depuis dix ans, a mené son gouvernement à réduire de 9 % le financement réel par étudiant », souligne M. Davison.

« Ce budget va forcer nos établissements à diminuer de nouveaux programmes et services aux étudiants. Or, c'est un renforcement des programmes et des services qui est nécessaire, non pas une réduction comme le fait ce budget. »

Le budget s'est également attiré les foudres de la section de la C.-B. de la Fédération canadienne des étudiantes et étudiants selon laquelle, le financement réel des universités et collèges sera amputé de 41 millions de dollars d'ici 2014.

« Le plan de création d'emplois du premier ministre pour la réussite économique fait fausse route », affirme le président de la FCEE (C.-B.), Zach Crispin. « Les établissements d'enseignement postsecondaire joueront un rôle essentiel dans

la formation de travailleurs qualifiés pour les emplois créés, mais le gouvernement exige que les collèges et universités fassent plus avec moins. »

Le gouvernement libéral applique sans aucun scrupule son approche de « discipline financière » qui est à son sens nécessaire pour stimuler la confiance des investisseurs internationaux et conserver la convoitée cote de crédit AAA.

Le budget provincial 2012, salué comme le budget provincial le plus conservateur au pays, prévoit également une réduction de quelque 100 millions de dollars des dépenses en capital des établissements postsecondaires.

« Le premier ministre doit faire preuve de transparence et dire aux Britannico-Colombiens qu'ils reçoivent une éducation supérieure de qualité inférieure à celle qu'ils recevaient avant les dernières élections provinciales, et que celle-ci se sera encore détériorée dans trois ans », soutient M. Mirhady de la CUFA-BC. ■

English on page A7.

Alberta Rolls Out Spending Plan

WITH a provincial election just around the corner, Alberta's Conservative government tabled a budget in February with spending increases for all major social programs, ranging from a jump of 7.9 per cent for health spending to a 2.7 per cent rise for advanced education.

Operating grants to post-secondary institutions will increase by 2 per cent in each of the next three years, which the government says will provide some stability.

The 2012-2013 provincial budget, which brings an end to the zero per cent grant increases that Alberta post-secondary institutions have experienced for the past two years, drew mixed reaction from academic staff.

Walter Dixon, president of the Confederation of Alberta Faculty Associations, said while stable, predictable funding on a three-year cycle should enable the province's post-secondary institutions to take a less ad hoc approach to their budgeting and planning, the funding deal is insufficient over the long term.

« The fact is that our post-secondary institutions will continue to face budget gaps, and proposed belt-tightening measures such as enrolment caps, staffing cuts, and program closures are bound to have a negative impact on the accessibility and quality of the system as a whole », he said.

Alberta needs a meaningful investment in post-secondary education, not funding to fill gaps in the last years' cuts, said Alberta Colleges & Institutes Faculties Association president David Hyttenrauch.

« While we appreciate the budget announcement of a 2 per cent in-

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The level of promised funding following an extended freeze still leaves our institutions hard-pressed to keep up with inflation, rising costs & enrolment growth.

— David Hyttenrauch
ACIFA president

crease for post-secondary institutions is a significant improvement over the recent years of budget freezes, it falls short of a much-needed reinvestment in Alberta post-secondary education, as there is still an existing shortage of seats, shrinkage as institutions address their budget shortfalls, and a fast-growing population », he said.

« Although post-secondary education fares somewhat better in this year's budget than the government's continuing fiscal problems might have led us to expect, the level of promised funding following an extended freeze still leaves our institutions hard-pressed to keep up with the combined effects of inflation, rising costs and enrolment growth. »

The budget also earmarked almost \$500 million for student aid programs, including eliminating loan remission and implementing new grants to encourage completion and retention. ■

Version française à la page A9.

Nos régimes de retraite sont-ils en crise?

➔ Suite de la PAGE A3

au lieu de décréter des suspensions de cotisations, pourquoi ne pas hausser les prestations de retraite grâce aux fonds supplémentaires?

Il est important de se rappeler que les actifs d'un régime de retraite — les cotisations versées par les employeurs et les employés — appartiennent aux employés. Il s'agit d'une rémunération différée, n plus ni moins, qui fait partie de la rémunération globale négociée en contrepartie de notre travail, c'est-à-dire le cumul du salaire, des avantages sociaux, du régime de retraite ainsi que d'autres programmes et services. Nous troquons un salaire plus

élevé contre un revenu de retraite, et nous devrions résister aux tentatives de nos employeurs pour nous retirer cet avantage.

Sur la plupart des campus, les employeurs affirment depuis longtemps que les régimes de retraite font partie des droits de la direction et sont exclus en quelque sorte du domaine de la négociation collective. Ils sont conscients du fait que dans le processus de négociation, ils ne déterminent pas l'issue des pourparlers. Toute hausse de nos cotisations devrait s'accompagner en échange d'une plus grande participation aux décisions de gestion du régime. Nous n'atteindrons cet objectif, tout en faisant valoir les in-

térêts de nos membres, qu'en négociant collectivement un modèle de rémunération qui comprend les prestations de retraite.

En définitive, la vision des régimes de retraite qu'ont les associations du personnel académique est à des années-lumière de celle des employeurs. Ce fossé occasionne des coûts supplémentaires, alors même que les employeurs veulent se décharger sur les employés de la responsabilité de remettre les régimes de retraite sur les rails. La négociation collective procure au moins l'assurance que cette solution à une crise apparente, dans laquelle nous n'avons d'ailleurs joué aucun rôle, ne sera pas mise en place unilatéralement. ■

L'ABC de l'impôt sur le revenu pour le personnel académique

L'ABC est une véritable mine de renseignements qui a pour but d'aider les membres du personnel académique à mieux comprendre les exigences en matière d'impôt et de déclaration de revenus.

Disponible en ligne : www.acppu.ca/uploads/income_tax_primer_fr.pdf

La saison des impôts est arrivée

Le 30 avril est la date limite de production de la déclaration de revenus 2011 au Canada

L'ABC est cependant proposé à titre d'information générale. Il ne vise pas à fournir des conseils fiscaux ni un cadre à la production de la déclaration de revenus. Les particuliers sont invités à solliciter un avis professionnel pour toute question précise de nature fiscale.

PHOTO : MARJORIE EDWARDS/SHUTTERSTOCK.COM

ACPPU
Association canadienne des professeurs et professeurs d'université

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Providence ajouté aux établissements qui imposent un test de foi

LE Collège universitaire Providence, situé au sud de Winnipeg à Otterburne, Manitoba, vient d'être ajouté à la liste établie par l'ACPPU des universités et collèges qui imposent, comme condition d'embauche, l'obligation de subir un test d'obédience idéologique ou de foi.

Cette mesure fait suite à l'enquête qu'un comité spécial créé l'an dernier a menée en vertu des procédures de l'ACPPU à suivre en cas d'allégations de violation de la liberté académique résultant d'une telle obligation.

À la lumière de leur examen des politiques et pratiques de l'établissement, le professeur Robert Chermontas de l'Université du Manitoba et le professeur émérite William Bruneau de l'Université de la Colombie-Britannique ont conclu que le Collège universitaire Providence imposait de toute évidence un test de foi.

« Toute personne embauchée comme employé [...] convient de vivre en accord avec la charte d'engagement de vie communautaire de Providence pendant toute la du-

rée de son emploi à cet établissement », peut-on lire dans le rapport d'enquête. La charte affirme entre autres principes que « Jésus-Christ est souverain sur tous les aspects de la vie universitaire et individuelle » et souligne que « l'établissement se réserve le droit d'imposer des mesures disciplinaires dans le cas d'un manquement aux obligations de la charte ».

« Il n'est nullement question de mettre en cause la confession religieuse d'une université », a expliqué le directeur général de l'ACPPU, James Turk. « Il s'agit plutôt de l'occurrence de l'obligation pour les membres du corps professoral d'adhérer à une croyance religieuse particulière s'ils veulent être embauchés ou conserver leur poste. »

Le rapport d'enquête sur le Collège universitaire Providence peut être consulté sur le site web de l'ACPPU. Celle-ci a offert aux dirigeants de l'établissement la possibilité d'afficher leurs commentaires sur le rapport. ■

English on page A7.

Osgoode Hall Law Faculty Vote for Union

OSGOODE Hall Faculty Association members voted to unionize in a Labour Board vote following an application for certification for full-time faculty at the Osgoode Hall Law School at York University.

"Members of the association value, and aim to continue, their historically constructive and collegial relations with the university and to strengthen Osgoode Hall Law School," said Sara Slinn, a faculty member who specializes in labour law and industrial relations.

"Nonetheless, there is widespread agreement among members of the faculty that it is desirable to negotiate a more comprehensive agreement on matters which would otherwise be within the sole discretion of the university and to establish processes for dispute resolution that are available to faculty members at most other law schools in Canada."

Providence Added to CAUT's Faith Test List

PROVIDENCE University College, located south of Winnipeg in Oshawa, Manitoba, has been added to CAUT's list of institutions that have a faith or ideological test as a condition of employment.

The action follows an inquiry by an ad hoc committee created last year under CAUT's Procedures in Academic Freedom Cases Involving Allegations of Requirements of an Ideological or Faith Test as a Condition of Employment.

The inquiry, conducted by Robert Chernomas of the University of Manitoba and University of British Columbia professor emeritus William Bruneau, concluded that based on a review of the institution's policies and practices, "it is clear that Providence does have a faith test."

"When someone is hired as an employee... they agree to live according to the Providence Covenant of Community Life for the duration of said engagement," said the committee's report. The Covenant stipulates an "understanding that Jesus Christ is sovereign over every aspect of corporate and individual life," and outlines that "the institution reserves the right to impose disciplinary actions in the case of failure to uphold... the Covenant of Community Life."

"This is not about a university having a religious mission," said CAUT executive director James Turk. "It is about requiring that academic staff conform to a particular religious belief if they want to be hired or retain their jobs."

The report on Providence University College is available on the CAUT web site. CAUT has offered to post comment from the institution's administrators on the report, should they wish to submit one.

BC Budget Cuts Investment in Higher Ed

BRITISH Columbia Finance Minister Kevin Falcon offered a bleak outlook for the province's universities and colleges in his February provincial budget, with reduced funding for post-secondary education.

"A week after the Government of Alberta committed more than 6 per cent over the next three years to support its higher education sector, the BC Government has announced a cumulative 2.2 per cent cut over the same period," said David Mirhady, president of the Confederation of University Faculty Associations of British Columbia.

Falcon said the government challenges universities and colleges "to reduce spending by 1 per cent," adding that savings could be found by cutting discretionary spending such as travel and administration.

Not acceptable, said George Davison, secretary treasurer of the Federation of Post-Secondary Educators.

"The finance minister says he wants to challenge our institutions to spend less, but his challenge comes on top of a decade-long trend in which his government has



Government plan to reduce advanced education funding will intensify pressures already facing the province's post-secondary institutions.

already cut real per-student funding by close to 9 per cent," Davison noted.

"This budget will only intensify the pressure on our institutions to make further cuts in program offerings and student services. We need to see both of those strengthened,

not undermined as this budget is doing."

The budget also attracted criticism from the BC chapter of the Canadian Federation of Students, which estimates universities and colleges will see a real cut of \$41 million by 2014.

"The premier's 'jobs plan' for economic success is built on thin air," said CFS-BC chairperson Zach Crispin. "Post-secondary institutions will play a critical role in preparing workers for new jobs, but the government is demanding that colleges and universities do more with less."

The governing Liberals make no apology for their approach to ensuring "fiscal discipline," which they claim is necessary to assuage international investors' confidence and maintain the coveted triple-A credit rating.

The fiscal 2012 budget, lauded as the most conservative provincial budget in the country, also contained a reduction of close to \$100 million in capital spending for post-secondary institutions.

"We think the premier ought to be honest and tell British Columbians that they are receiving a lower quality of higher education today than before the last provincial election and that it will be worse still in three years," CUFA BC's Mirhady said.

Version française à la page A6.

L'UQAM en violation des normes régissant la liberté d'expression

→ Suite de la PAGE A2

liberté d'expression protégée par la Charte canadienne des droits et libertés. En agissant de la sorte, l'UQAM a baïonné la liberté d'expression, se trouvant ainsi en totale contradiction avec ses normes internes concernant la liberté académique.

Dans le cadre de sa convention collective, l'UQAM s'engage à promouvoir la liberté d'expression, mais elle refuse le droit de parole à un ancien membre du Congrès des États-Unis, candidate aux présidentielles, ainsi qu'à un journaliste de renom, spécialiste de la sécurité, invité par les réseaux de télévision Fox, ABC, CBS, NBC, BBC (entre autres) et dont les chroniques sont publiées (entre autres) par le *Miami Herald*, le *Houston Chronicle* et l'*Atlanta Journal-Constitution*.

L'énoncé de principes de l'ACPPU sur la liberté académique stipule : « Le droit à la liberté académique appartient aux membres du personnel académique et non pas à l'établissement d'enseignement. L'em-

ployeur ne peut restreindre la liberté académique pour quelque motif que ce soit, y compris toute prétention à l'autonomie de l'établissement. »

Par ailleurs, en refusant la tenue de cette conférence, le recteur a agité en dehors des normes de la collégialité. C'est la communauté universitaire qui devrait déterminer les normes régissant la liberté d'expression et non pas les bureaucraties agissant au nom de la communauté universitaire. Les entités représentatives du corps professoral, des étudiants et du personnel de soutien ne devraient pas être consultées à propos des normes régissant la liberté d'expression sur le campus?

La décision de l'UQAM constitue en outre une infraction de l'article 3 de la Charte des droits et libertés qui garantit « la liberté de conscience, la liberté d'opinion, la liberté d'expression, la liberté de réunion pacifique et la liberté d'association. »

En septembre 2010, la tenue d'une conférence à l'UQAM portant précisément sur le 11-Septembre avait soulevé un tollé. À l'époque, Julien Tourville, directeur adjoint et cher-

cheur en résidence de l'Observatoire sur les États-Unis à la Chaire Raoul-Dandurand, avait clairement exprimé son désaccord quant à la tenue de cette conférence dans les murs de l'UQAM, en qualifiant les conférenciers de « menteurs », d'« escrocs » et d'« imposteurs ».

L'UQAM avait décidé par la suite de réviser sa politique de location de salle afin de « mieux refléter la mission universitaire ». Cette mission consiste-t-elle dorénavant à réprimer certains points de vue qui déplaisent à certains professeurs, « partenaires » et/ou « collaborateurs institutionnels » de l'institution, comme ceux de la Chaire Raoul-Dandurand, soit le ministère de la Défense nationale du Canada, Power Corporation et le Consul général des États-Unis à Montréal?

Chose certaine, cet incident représente un dangereux précédent pour la liberté d'expression à l'UQAM, voire au Québec. À titre de comparaison, l'Université Ryerson de Toronto a tenu quatre jours d'audience sur le 11-Septembre du

8 au 11 septembre 2011 et où les conférenciers boudés par l'UQAM ont pu s'exprimer librement.

Michel Chossudovsky est directeur du Centre de recherche sur la mondialisation à Montréal et professeur émérite de science économique à l'Université d'Ottawa.

Julie Lévesque est journaliste et chercheuse au Centre de recherche sur la mondialisation.

Les opinions exprimées sont celles des auteurs et ne reflètent pas nécessairement celles de l'ACPPU.

TRIBUNE LIBRE

L'ACPPU invite les lecteurs à soumettre des articles de 800 à 1 500 mots qui portent sur des questions d'actualité liées directement à l'enseignement postsecondaire. Les articles ne doivent traiter ni de dossiers de griefs particuliers ni de questions d'intérêt strictement local. Ils ne doivent pas comporter des allégations non fondées ni des propos diffamatoires, calomnieux ou offensants envers des personnes ou des groupes. Les articles peuvent être soumis en français ou en anglais, mais ils ne seront pas traduits. L'ACPPU se réserve le droit de choisir les articles qui seront publiés. Les commentaires doivent être adressés à Liza Duhaime (duhaime@caut.ca).

CAUSES EXPERIENCES CONSEQUENCES



Casualization
of the Academy

ALYX CHAMBERS & LISA JAMES PHOTOGRAPHY

CALL FOR PAPERS

DEADLINE EXTENDED!

CAUT's contract academic staff committee is seeking submissions to an edited volume on the causes, experiences and consequences of the shift to greater reliance on contingent academic labour in the academy. We are interested in original research on how and why this has happened and its consequences for the working lives of all post-secondary academics and their students, as well as anecdotes and reflections on the experience of contract academics. Our primary focus is Canada, but we are also interested in material from the US and UK for comparative purposes.

Do you have research or reflections on casualization?

Contact Robert Johnson by June 30, 2012

Please send an abstract of 500 words or less, an estimate of the length of the finished work (3,000–4,000 words for reflections, 5,000–6,000 words for original research) and your full contact details to the address shown below.

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NEWS ACTUALITÉS

CAUT COUNCIL
CONSEIL DE L'ACPPU

April 26–29 avril 2012 OTTAWA

The governing body of CAUT will convene in Ottawa for its regular bi-annual meeting April 26–29, 2012. Among items on the agenda over the four-day meeting are elections to serve on the executive committee, where members' terms are expiring.

L'instance dirigeante de l'ACPPU tiendra sa première assemblée bisannuelle de 2012 à Ottawa du 26 au 29 avril. L'élection de certains membres du Comité de direction est prévue à l'ordre de jour.

Nominations/Candidatures
CAUT Executive Committee 2012–2013
Comité de direction de l'ACPPU 2012–2013

President/Présidence
Wayne Peters (UPEI)

Vice-President/Vice-présidence
Anver Saloojee (Ryerson)

Treasurer/Trésorerie
John Baker (Calgary)
Donald Heth (Alberta)
Ross Klein (Memorial)

Members-at-large
Membres ordinaires
James Compton (Western)
Cindy Oliver (FPSE)
Susan Wurtele (Trent)

Chair/Présidence
Collective Bargaining & Economic Benefits Committee
Comité de la négociation collective et des avantages économiques
Brenda Austin-Smith (Manitoba)

Member-at-large
Membre ordinaire
Aboriginal Academic Staff
Personnel académique autochtone
Dan McDonald (Vancouver Island)

Member-at-large
Membre ordinaire
Francophones
Yalta Sangaré (Sainte-Anne)
Dominique Sarny (Regina)

Chair/Présidence
Librarians Committee
Comité des bibliothécaires
Erin Patterson (Acadia)

LIBRARIANS CONFERENCE

26 & 27 October 2012 OTTAWA
Contested Terrain:
Shaping the Future of Academic
Librarianship

Academic librarianship is threatened by Wal-Mart style corporate management that cuts costs by deskilling work, outsourcing professional responsibilities, misusing technology and reducing necessary services and positions. How can our community push back against this destructive agenda? This conference will examine best practices of academic librarianship, including the role of leadership within the library community and the use of technology as a liberating force for positive social change.

Learn more at www.caut.ca

To view the conference agenda and to register, go to www.caut.ca and follow the link under Meetings & Events.

Inquiry Launched
after Complaints at
Guelph Vet College

CAUT has established an ad hoc investigatory committee to examine a series of allegations at the University of Guelph's Ontario Veterinary College.

The members of the committee are Claire Card, a professor of theriogenology in the large animal clinical sciences office at the University of Saskatchewan's Western Veterinary College and Paul Handford, professor emeritus of biology at the University of Western Ontario.

In a letter to U of G president Alastair Summerlee, CAUT executive director James Turk advised the committee's terms of reference were to investigate allegations of improper procedural practices in investigations of faculty members' behaviour, inappropriate practices in

hiring decisions, intimidation of faculty and veterinarians by the OVC administration, refusal to recognize the teaching done by veterinarians, and failure to hire any continuing appointments in the teaching hospital since the first collective agreement was signed in 2008.

The committee will determine if there is any validity to any of the allegations and, if so, make recommendations to remedy the situation. Its first visit to the campus will take place March 26–27.

The committee will submit its report to CAUT later this year. CAUT will then meet with the parties to discuss the report and explore implementation of any recommendations. ■

Version française à la page A9.

CAUT Hires
New IT Systems
Technician

CAUT has hired Sadiya Abdul-Graham as IT Systems Technician. In this newly-created position, she will assist in the development and delivery of the organization's IT programs and information for its 66,000 members and staffed office.

Sadiya joins CAUT from Ottawa-based R.E. Gilmore Investments Corp., where she worked first as computer systems analyst, then as IT product support analyst. She previously worked for Telus Mobility and at Citizenship and Immigration Canada following her graduation from Algonquin College in 2004 with a diploma in information technology as an enterprise network specialist. ■

Demi-victoire dans
la bataille sur la
constitutionnalité des lois

UN tribunal de la Saskatchewan vient d'invalider une loi provinciale qui avait pour effet de limiter le droit de grève de certains fonctionnaires.

Dans une décision rendue le 6 février, le juge Dennis Ball, de la Cour du Banc de la Reine, a conclu que la nouvelle loi sur les services essentiels adoptée par le gouvernement provincial portait un préjudice grave aux droits protégés par la Charte canadienne des droits et libertés.

« Cette décision est capitale pour les travailleurs, et pas seulement pour les travailleurs de la Saskatchewan, mais pour tous les travailleurs canadiens », a déclaré dans un communiqué de presse Larry Hubich, président de la Fédération du travail de la Saskatchewan. « La Charte des droits et libertés est la loi suprême au Canada, et nous devons toujours faire preuve de vigilance quand les gouvernements proposent de limiter les droits fondamentaux des citoyens canadiens. »

En 2008, le mouvement syndical de la province avait engagé une bataille judiciaire contre le gouvernement du Saskatchewan Party qui, en décembre 2007, soit peu de temps après son arrivée au pouvoir, avait adopté deux lois sur les relations du travail. Au banc des accusés : la *Public Service Essential Services Act* (l'ancien projet de loi 5) et la *Trade Union Amendment Act* (l'ancien projet de loi 6).

Les syndicats soutenaient que, dans les faits, ces lois abolissaient la liberté d'association, le droit à la libre négociation collective et le droit de grève des travailleurs, inscrits dans la Charte.

Des lois sur les services essentiels sont en vigueur partout, sauf en Saskatchewan. Toutefois, selon les syndicats, l'ancien projet de loi 5 retirait le droit de grève à un trop large éventail de fonctionnaires, ne prévoyait aucun mécanisme de ré-

glement des différends portant sur la désignation par les employeurs des employés jugés essentiels et avait été mis en application sans aucune consultation des syndicats.

Le juge, faisant valoir que la loi sur les services essentiels violait la Charte à certains égards, l'a invalidée. Toutefois, il a accordé 12 mois au gouvernement provincial pour la revoir. Le gouvernement a rétorqué en interjetant appel de la décision.

Dans la deuxième partie de sa décision, le juge a affirmé la constitutionnalité de l'ancien projet de loi 6, qui a transformé le processus d'accréditation syndicale en Saskatchewan.

Avant la révision de la *Trade Union Act*, un syndicat devait, dans les six mois suivant sa demande d'accréditation, déposer des cartes d'adhésion signées par au moins 25 % des employés.

En vertu des nouvelles exigences, le pourcentage d'appui minimal requis est fixé à 45 % et la durée de validité des cartes d'adhésion signées est limitée à trois mois. En outre, l'accréditation d'un syndicat doit être approuvée par un vote pris au scrutin secret.

Dans des affidavits déposés à la Cour, les syndicats ont avancé que ce nouveau processus donnait aux employeurs « le gros bout du bâton » en consacrant la primauté de leurs intérêts sur ceux des syndicats et des travailleurs. Ils ont soutenu que les modifications touchant l'accréditation syndicale imposaient des contraintes telles qu'elles empiétaient sur la liberté d'association des travailleurs.

Le juge Ball n'a pas accueilli les arguments des syndicats sur ce point, ni sur la présumée inconstitutionnalité de certaines dispositions, voire de toutes les dispositions, de la *Trade Union Act*. ■

English on page A5.

Un nouveau
membre se joint
à l'équipe des
SI de l'ACPPU

L'ACPPU vient de recruter Sadiya Abdul-Graham au nouveau poste de technicienne en systèmes d'information (SI). Elle contribuera à ce titre au développement et à l'exécution des programmes de TI et des services d'information que l'organisation offre à ses 66 000 membres et au personnel de son bureau.

Sadiya travaillait auparavant pour la société R.E. Gilmore Investments Corp. d'Ottawa, où elle a occupé dans un premier temps le poste d'analyste en information puis celui d'analyste en assistance technique. Après avoir reçu son diplôme en technologie de l'information du Collège Algonquin en 2004, elle a assumé les fonctions de spécialiste en réseau d'entreprise à TELUS Mobilité et à Citoyenneté et Immigration Canada. ■

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L'Alberta présente son plan de dépenses

EN février, à la veille du déclenchement des élections provinciales, le gouvernement conservateur de l'Alberta a déposé un budget comportant des investissements supplémentaires dans tous les principaux programmes sociaux. Le pourcentage de croissance des dépenses variera selon les secteurs, passant d'un phénoménal 7,9 % en santé à 2,7 % dans le secteur de l'éducation postsecondaire.

En haussant de 2 % les subventions de fonctionnement des établissements d'enseignement postsecondaire pour chacune des trois prochaines années, le gouvernement entend leur apporter une certaine stabilité financière.

Le budget 2012-2013 de la province met un terme à la stagnation des subventions de fonctionnement qui frappe les établissements postsecondaires en Alberta depuis deux ans. Néanmoins, il a été accueilli avec une certaine ambivalence par le milieu académique.

Walter Dixon, président de la Confédération of Alberta Faculty Associations, a déclaré que ce financement triennal stable et prévisible devrait certes permettre aux établissements postsecondaires d'établir des budgets et des plans moins tributaires de la conjoncture du moment, mais qu'il est insuffisant à long terme.

« Il n'en demeure pas moins que les établissements d'enseignement postsecondaire continueront d'enregistrer des déficits budgétaires, et que les mesures d'austérité proposées, comme le plafonnement des inscriptions, les réductions de personnel et l'annulation de programmes, compromettront inévitablement l'accessibilité et la qualité du système tout entier », a-t-il ajouté.

Pour le président de l'Alberta Colleges & Institutes Faculties Association, David Hyttenrauch, c'est d'un investissement important dans l'éducation postsecondaire dont l'Alberta a besoin, pas d'un financement pour pallier les compressions des deux dernières années.

« Nous reconnaissons que l'annonce d'une augmentation de 2 % des sommes allouées aux établissements postsecondaires est une excellente nouvelle, si l'on considère les gels budgétaires des dernières années. Toutefois, cette augmentation n'est pas à la hauteur du réinvestissement dont a grandement besoin l'éducation postsecondaire en Alberta pour faire face au manque actuel de places, à la diminution des services dans la foulée des déficits budgétaires et à la croissance rapide de la population », a-t-il affirmé.

« Même si, dans ce budget, l'éducation postsecondaire s'en tire un peu mieux que ce à quoi nous aurions pu nous attendre compte tenu des difficultés budgétaires persistantes du gouvernement, le rattrapage promis, parce qu'il fait suite au gel prolongé du financement, ne soulagera pas les établissements de la pression qu'exercent sur elles les effets combinés de la croissance des prix, des coûts et des inscriptions. »

Du côté des étudiants, le budget comprend plusieurs dispositions comme l'affectation de près de 500 millions de dollars aux programmes d'aide aux étudiants, l'élimination du programme de remise de dette et la création de nouvelles bourses en vue d'encourager les étudiants à terminer leurs études et à demeurer dans la province. ■

English on page A6.

Boycott Leads to Withdrawal of US Bill Banning Open Access

ONE mathematician's boycott of megapublisher Elsevier has fueled enough momentum to end a U.S. bill aimed at banning open access policies.

Cambridge professor Timothy Gowers launched his personal boycott of the scientific publisher in a blog post Jan. 21, protesting the company's "exorbitantly high prices" and its support for the Research Works Act, which would have curbed public access to research results from work funded by federal agencies such as the U.S. National Institutes of Health.

Within weeks, more than 8,000 researchers around the world followed Gowers' lead and publicly pledged to refrain from publishing, refereeing or undertaking editorial work for any Elsevier-owned journals, "unless they radically change how they operate."

The major grievances outlined in the "Cost of Knowledge" boycott are the rising costs of journal subscriptions; Elsevier's business practice of forcing academic libraries to purchase bundles of journals they don't want in order to avoid paying the exorbitant list prices for the ones they need; and the company's lobbying efforts for proposed laws that would limit the free exchange of information such as the Stop Online Piracy Act, the Protect Intellectual Property Act, and the now dropped Research Works Act.

On Feb. 27, Elsevier responded to the swell of mobilization from scholars by announcing its withdrawal of support for the controversial Research Works legislation, citing concerns over inconsistency with Elsevier's "long-standing support for expanding options for free and low-cost public access to scholarly literature."

Later that same day the bill was withdrawn.

David Fewer, director of the Canadian Internet Policy and Public Interest Clinic at the University of Ottawa, says the withdrawal of the bill is "a welcome rejection to a market power trying to flex power," adding the Research Works Act was "inconsistent with academic freedom and freedom of expression."

"One the one hand, it is pleasing to see the academic community come together in such a way," said Fewer. "However, it bothers me that academics had to stage a boycott to be heard."



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Elsevier, which publishes more than 20,000 products and services, including textbooks and high-impact journals like The Lancet, may have pulled its support for the Research Works Act, but it still pledges to "continue to join with those many other nonprofit and commercial publishers and scholarly societies that oppose repeated efforts to extend mandates through legislation."

Because of this, academics plan to continue to boycott the publishing giant and rally support for a counter-bill now before both the U.S. House of Representatives and the Senate — the Federal Research Public Access Act — which would require "federal agencies with an extramural research budget of \$100 million or more to make federally-funded research available for free online access by the general public, no later than six months after publication in a peer-reviewed journal."

No overarching open access policy or legislation currently exists for Canada's research granting agencies.

Guiding principles on open access drafted by the Natural Sciences and Engineering Research Council, the Social Sciences and Humanities Research Council and the Canadian Institutes for Health Research state:

"Publicly funded research should be as accessible as possible in order to maximize the economic, social, cultural and health benefits for Canadians."

Since 2008, the Canadian Institutes for Health Research requires funding recipients to "ensure that all research papers generated from CIHR funded projects are freely accessible through the publisher's website or an online repository within six months of publication."

But a 2011 brief on open access publication by the tri-agency agencies recommends continued support of infrastructure, such as institutional repositories, to promote the availability of peer-reviewed scholarly research.

Should Canadians be concerned about the battle over U.S. attempts to impose restrictions on taxpayer-funded research?

Fewer says it's possible the substance of U.S. laws could manifest in Canada.

"There's no limit to the shame of rights holders in demanding longer and stronger rights for themselves while limiting users' rights to access public research," he said. "But I have faith our legislators will see this type of rent-seeking behaviour for what it is." ■

Plaintes portées contre un collège vétérinaire

L'ACPPU a confié à un comité spécial le mandat d'enquêter sur une série d'allégations portées contre le Collège vétérinaire de l'Ontario (OVC) de l'Université de Guelph.

Le comité d'enquête est composé de Claire Card, professeure de thériogénologie au département des sciences cliniques des grands animaux du Collège de médecine vétérinaire Western de l'Université de la Saskatchewan, et de Paul Handford, professeur émérite de biologie à l'Université de Western Ontario.

Le directeur général de l'ACPPU, James Turk, a informé dans une lettre le recteur de l'Université de Guelph, Alastair Summerlee, que le comité est investi du mandat d'enquêter sur diverses allégations : procédures d'enquête inappropriées menées à l'égard de la conduite de membres du corps professoral; pratiques inadéquates relatives aux décisions d'embauche; actes d'intimidation que l'administration de l'OVC aurait exercés contre des professeurs et des vétérinaires; refus de reconnaître l'enseignement dispensé par des vétérinaires; non-embauche d'effectifs permanents



Le Collège vétérinaire de l'Ontario, à Guelph, fait l'objet d'une enquête.

à l'hôpital universitaire depuis la signature de la convention collective en 2008.

Le comité sera chargé de vérifier la validité de toutes ces allégations et, dans les cas où elle sera établie, de formuler des recommandations en vue de remédier aux manquements constatés. Il effectuera sa première visite sur le campus les 26 et 27 mars. ■

English on page A8.

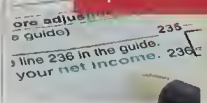
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It's tax season again

April 30 is the Canada tax filing due date for 2011 returns



CAUT's tax primer provides information of a general nature only. It does not provide tax advice nor should it be relied upon to prepare a return. If individuals have specific tax questions they should seek professional advice.

PHOTO: MARQUE EDWARDS, SHUTTERSTOCK.COM

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CARÈRE CARRIÈRES

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A

ANATOMY & CELL BIOLOGY — University of Western Ontario. The Department of Anatomy & Cell Biology at The University of Western Ontario invites applications from outstanding early career investigators to fill a tenure-track position at the level of Assistant or Associate Professor in Cell Biology. Qualified applicants must have a PhD, or equivalent degree with an expertise in Cell Biology, and an outstanding record of achievement in research. The successful candidate will complement existing strengths in the Department and will ideally have expertise in one or more of the areas of cancer biology, stem cell biology, cell-cell communication or

biomaterials/tissue regeneration. The selected appointee will also be provided with a competitive start-up package and a generous allotment of newly renovated laboratory space. The successful candidate will be expected to establish and maintain a vigorous externally-funded research program and to supervise and teach trainees at the undergraduate, graduate, and postdoctoral levels. The Department of Anatomy & Cell Biology is a strong and diverse research-intensive department with a history of excellence in the area of cell biology. Our cell biology faculty is engaged in several areas of research, including cell-cell communication, cancer biology, stem cell biology, developmental biology, bioengineering and neuro cell biology, and has fostered an extensive network of collaboration with other departments and

several research institutes such as the Robarts Research Institute, London Health Science Research Institute, Child Health Research Institute and the London Regional Cancer Program. The Department has over 16,000 square feet of renovated laboratory space and all members have access to state-of-the-art core facility facilities for genomics, proteomics, imaging, transgenic research and animal care. Facilities within the Department also include dual-pathway laser confocal microscopy, cell micro-manipulation, live cell imaging, and whole animal fluorescence imaging; and several laboratories are fully equipped for contemporary research in cell and molecular biology. In addition, the Department has a highly-rated graduate program and an innovative undergraduate honors program in Medical Cell Biology. Additional

information concerning the Department of Anatomy & Cell Biology, the Schulich School of Medicine & Dentistry and The University of Western Ontario can be found online at <http://www.uwo.ca/anatomy/>. Western is one of Canada's leading research-intensive universities and has consistently been recognized for providing "the best student experience". The Schulich School of Medicine & Dentistry has a long history of excellence in basic biomedical, applied and clinical research. Western has a full range of academic and professional programs for over 34,000 undergraduate and graduate students. The university campus is in London, a thriving city of over 350,000 people, located midway between Toronto and Detroit. London boasts an international airport, galleries, theatre, music and sporting events and is located close to several lakes and facilities for outdoor activities (www.goodmoredenon.ca). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families to the university and city. Applicants should please send: 1) A cover letter; 2) A complete Curriculum Vitae; 3) A brief (3 page) summary of research and teaching accomplishments and of future research plans and teaching philosophy; and 4) The names and contact information for 3 references. Applications should be sent to: Dr. Kim Rogers, (Acting Chair), Department of Anatomy & Cell Biology, Schulich School of Medicine & Dentistry, The University of Western Ontario, London, Ontario, Canada, N6A 5C1. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ANATOMY & CELL BIOLOGY (NEUROSCIENCE) — University of Western Ontario. Applications are invited for a probationary (tenure-track) appointment at the rank of Assistant or Associate Professor in the Department of Anatomy and Cell Biology at The University of Western Ontario effective July 1, 2012 or as soon as possible thereafter. The Department of Anatomy and Cell Biology at The University of Western Ontario is a strong and diverse department with outstanding strengths in Neuroscience research. Our Neuroscience research faculty explores an exciting array of basic and clinical research themes using integrative research methods including molecular/genetic approaches, behaviour, neuropharmacology, electrophysiology and neuroimaging. Current research themes include: Neuropsychiatric disorders such as Addiction and Schizophrenia, Alzheimer's disease, Spinal Cord Injury, Clinical Neuroimaging, Cognition and Learning and Memory. The Department has approximately 16,000 sq. ft. of renovated laboratory space and access to many core facilities located at the Schulich School of Medicine & Dentistry,

and at the Robarts Research Institute. Facilities within the department include confocal microscopy, cell micro-manipulation, live cell imaging, whole animal imaging, in vivo and in vitro electrophysiology and animal behavioural equipment and suites. In addition, the Department has a strong graduate program consisting of both Basic Research and Clinical Anatomy Streams and an innovative undergraduate Honours program in Medical Cell Biology. Candidates will have a PhD or equivalent, Post Doctoral Research experience and an outstanding record of research excellence. The successful candidate will complement the existing strengths of this department and will have the opportunity to collaborate with a diverse and dynamic neuroscience research community both within our department and across The University of Western Ontario. The selected appointee will be provided with a competitive start-up package and a generous allotment of newly renovated laboratory space. The successful candidate will be expected to establish and maintain a vigorous externally-funded research program and to supervise and teach trainees at the undergraduate, graduate, and postdoctoral levels. Details concerning the Department of Anatomy and Cell Biology, the Schulich School of Medicine & Dentistry, and The University of Western Ontario, London, Ontario, may be found at <http://www.uwo.ca/anatomy/>. Interested candidates should submit a CV outlining their research and teaching experience and interests, including future directions, together with the names and addresses of three references to: Dr. Kim Rogers, Acting Chair, Department of Anatomy & Cell Biology, Schulich School of Medicine & Dentistry, University of Western Ontario, London, Ontario, N6A 5C1. Applications will be accepted until the position is filled. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ARCHAEOLOGY (BIOMANTHOLOGY/ENVIRONMENTAL ARCHAEOLOGY) — Simon Fraser University. The Department of Archaeology at Simon Fraser University has a position for a three-year Limited Term Assistant Professor position (with possibility for renewal and/or opportunity to apply for the position if it is approved as a tenure-track position) specializing in biomanthology or environmental archaeology, beginning 1 January 2013. We seek an individual with an established research programme in biomanthology or environmental archaeology as well as proven ability to publish research and secure research funding. The biomanthologist must have expertise in human osteology, with specialization in forensic osteology. The environmental archaeologist requires expertise in archaeological science

Realize. It's also a great place to earn.

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF EDUCATION

Tenure-Track Position:

Assistant Professor, Arts Education (Visual Arts Education)

FACULTY OF SOCIAL WORK

Three Tenure-Track Positions:

Two Assistant Professors & One Instructor II Level

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

University
of Regina

For detailed descriptions
on these positions, please visit:
www.uregina.ca/hr/careers

Advertising Closing Dates Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Requests for copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

ISSUE NUMÉRO	CLOSING DATE DATE DE TOMBÉE
September 2011 septembre	August 10 août 2011
October 2011 octobre	September 07 septembre 2011
November 2011 novembre	October 12 octobre 2011
December 2011 décembre	November 09 novembre 2011
January 2012 janvier	December 07 décembre 2011
February 2012 février	January 11 janvier 2012
March 2012 mars	February 08 février 2012
April 2012 avril	March 14 mars 2012
May 2012 mai	April 11 avril 2012
June 2012 juin	May 09 mai 2012

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-dessus. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date de tombée des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. *CAUT* expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The *CAUT* Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to *CAUT* members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. *CAUT* publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi ne restreignant les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'origine sociale, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) résume les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association américaine des professeurs universitaires (AAUP) enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires (étrangers). Pour obtenir des renseignements sur ces censures, prière d'écrire à l'AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tel: (202) 737-5900, ou de visiter www.aaup.org.

CAUT ACPPU
BULLETIN

CAREERS CARRIÈRES

Opportunity at the Northern Ontario School of Medicine Heart and Stroke Foundation Chair in Aboriginal and Rural Health

The Northern Ontario School of Medicine (NOSM), in partnership with The Heart and Stroke Foundation (HSF), is inviting exceptional clinical scholars to apply for the new position of Heart and Stroke Foundation Chair in Aboriginal and Rural Health at the Northern Ontario School of Medicine. The Faculty appointment will be at NOSM and an affiliated health services provider. The Chair appointment will be situated anywhere in Northern Ontario for a five year term and renewable.

Environment

The Northern Ontario School of Medicine (NOSM) is the first medical school to open in Canada in over 35 years. Since its official opening in 2005, the School has developed and delivered a distinctive model of distributed, community-engaged, and socially accountable medical education and research. NOSM has campuses at Lakehead University in Thunder Bay and Laurentian University in Sudbury, with teaching and research sites across Northern Ontario. NOSM is a made-in-the-North solution that is attracting attention from around the world for its innovative model. In just five years, NOSM has become a world leader in community-engaged medical education and research, while staying true to its social accountability mandate of contributing to improving the health of the people and communities of Northern Ontario.

Responsibilities

The role of the Chair is to:

- Focus on the field of Cardio Cerebrovascular Disease (CCVO) in Aboriginal and Rural Communities, addressing scientific uncertainty and scientific advancement;
- Lead activities promoting knowledge transfer and exchange through initiatives such as provincial (and potentially national) meetings and forums;
- Integrate with other Aboriginal and Rural Research Units in Ontario and across Canada to establish virtual collaborative research networks;
- Support efforts to establish mentorship/networking vehicles within Ontario (and potentially Canada), as a means of building capacity in CCVO population health research; and undertake the responsibilities of a faculty member of NOSM with a reduced workload in the areas of teaching and service;
- Undertake externally-funded innovative research; and
- Establish and nurture a collaborative research relationship with Aboriginal organizations in Ontario. Devote at least 75% of time to heart or stroke research in Aboriginal or rural populations. The remainder of the time will be an opportunity for patient care and clinical teaching.

The Chair shall provide leadership and promote a shared vision across a large geographic area with diverse user populations and have the ability to work consultatively and collaboratively with students, faculty, university and hospital administrators, government officials, Aboriginal organizations, and the public.

Qualifications

The candidate must hold an MD, be eligible for a licence to practice medicine in Ontario, and must satisfy the criteria for appointment to the Associate or Professor rank. The successful candidate will have a full-time position at NOSM at the time of taking up the Chair or have an offer of a full-time appointment at NOSM. NOSM will consider applications from candidates at different career stages. Preference will be given to applicants who have experience with research in Aboriginal and/or rural health. French/Aboriginal language skills would be an asset.

Innovative Education and Research for a Healthier North. | www.nosm.ca

For more information, please visit:
www.nosm.ca

Application Procedure

Review of applications will begin March 19, 2012 and will continue until the position is filled. A letter of application accompanied by a current curriculum vitae, the names and contact information for three references should be sent to:

Phelps Talent and Executive Search
401 Bay Street, Suite 1400
Toronto, ON
M5H 2Y4

138 South May Street, Suite 5
Thunder Bay, ON
P7E 1B3

Email: nosm@phelpsgroup.ca
Fax: 416-364-5643

Contact Information

Should you want to learn more about this unique leadership opportunity, please call Dr. Greg Ross, NOSM Associate Dean, Research at 705-662-7218.

NOSM is committed to equity in employment and encourages applications from all qualified applicants, including women, Aboriginal peoples, members of visible minorities and persons with disabilities. While all responses will be appreciated and handled in strictest confidence, only those being considered for interviews will be acknowledged.



HEART & STROKE FOUNDATION


Northern Ontario
School of Medicine
École de médecine
du Nord de l'Ontario
A-774-4743
L'774 4743

or quantitative applications, with a focus on human-environmental interactions. Regional area of specialization is open. The successful applicant must demonstrate potential for effective teaching at the postgraduate level, including general archaeology courses as well as upper division courses in human osteology or environmental archaeology. A PhD is required at the time of appointment. Applications should include a Curriculum Vitae, names and contact information of three academic referees, and a written statement of research and teaching goals. Applications or inquiries should be directed to: Dr. Catherine O'Andrea, Chair, Department of Archaeology, Simon Fraser University, Burnaby, BC, V6A 1S6 (e-mail: andrea@sfu.ca). The closing date for application submission is 1 August 2012. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities. This position is subject to budgetary approval. Under the authority of the University Act, personal information that is required by the University for academic appointment considerations will be collected. For further information see: http://www.sfu.ca/vpacademic/faculty_openings/Collection_Notice.html.

AUDIOLOGY – University of Western Ontario, The School of Communication Sciences and Disorders, Faculty of Health Sciences at the University of Western Ontario invites applications for a probationary (tenure-track) Assistant Professor or tenured Associate or Professor appointment with teaching and research interests in one of the following two areas. The first area relates to pediatric (re)habilitation, management, and/or intervention. The candidate's expertise must include but not be limited to educational audiology, communication development, or management of pediatric hearing disorders, including sensorineural hearing loss, auditory processing disorders, and/or auditory neuropathy spectrum disorders. The second area relates to audiological assessment, diagnosis, and/or intervention with adults. The candidate's expertise may include but not be limited to medical pathologies, vestibular disorders, and/or tinnitus assessment and management. Applicants with strengths in other areas of audiology also will be considered. Clinical certification and/or the ability to participate in teaching within clinical course work also will be considered as strengths. Candidates must hold a doctoral degree in audiology, hearing science or a related discipline. The successful candidate will be responsible for developing and sustaining a dynamic program of research and teaching, and providing service to relevant university and community activities. Candidates will be expected to supervise graduate student research. The successful candidate will hold a primary appointment in the School of Communication Sciences and Disorders and have an affiliation with the National Centre for Audiology. Potential collaborative links also could include the Schulich School of Medicine & Dentistry, Faculty of Social Sciences, Faculty of Education, Lawson Health Research Institute, Robert H. Smith Institute, and the Brain and Mind Institute, among others. The successful candidate will strengthen the research mission of the University through his or her initiatives in disciplinary and/or interdisciplinary hearing research with these or other partners. The School of Communication Sciences and Disorders offers master's level degrees in Audiology and speech-language pathology, and participates in the UWO Graduate Program in Health and Rehabilitation Sciences that offers both MSc and PhD degree programs. Individual faculty members also collaborate with and/or supervise students in psychology, otolaryngology, engineering, and neurosciences. The School maintains the clinical and research-oriented H.A. Lester Speech and Hearing Clinic. The Clinic also functions as a service provider associated with the Dariusz Minary of Children and Youth Services for the Pieschod Speech and Language and Infant Hearing Programs. It is anticipated that the candidate will make a significant contribution to the UWO Graduate Program in Health and Rehabilitation Sciences in terms of graduate student research supervision and mentoring, and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

CHEMICAL ENGINEERING – McMaster University. The Department of Chemical Engineering at McMaster University invites applications for an Assistant Teaching Professor appointment effective July 1, 2012. The appointment will be for a three-year period, renewable to a further three years (subject to an academic assessment). During the second term, the appointee will be eligible to be considered for a permanent teaching appointment based on demonstrated excellence as a teacher and an educator. The successful candidate will be mainly teaching chemical engineering core courses. The position is in general classified as 80% teaching and 20% service. Some involvement in pedagogical research is expected over the longer term, concerning introduction and use of appropriate instructional methodologies in the classroom. A fair amount of effort will be devoted to course development and the promotion of excellent teaching. In the department, candidates must have at least a Master's degree in Chemical Engineering and possess excellent communication skills, strong commitment and demonstrated ability in classroom instruction. Experience in teaching chemical and process engineering core courses is essential. Registration as a Professional Engineer of Ontario or eligibility to acquire registration in Canada is an essential qualification. Review of applications will begin immediately and continue until the position is filled. Interested applicants should send a letter of application, curriculum vitae, a statement of teaching philosophy, and the names of three professional references (with postal and email addresses) to: Dr. Shing Zhu, Chair, Department of Chemical Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4L7. Email: cheche@chem.mcmaster.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

CONTEMPORARY STUDIES – Wilfrid Laurier University. The Contemporary Studies program at the Brantford campus of Wilfrid Laurier University invites applications for a limited term appointment at the assistant professor level. Candidates for this position will have published research that employs critical and/or broadly conceived, to engage particular social issues or problems. In addition to teaching senior courses related to the candidate's research specialization, the successful candidate would be expected to teach one or more of the several Contemporary Studies courses that involve approaching particular social issues and problems through the lens of critical social thought (see http://www.wlu.ca/calendar/contemporary_studies/14d-9234a-435a-449) for course descriptions. The candidate must have or be near completion of a PhD at the time of application, provide evidence of a strong research record, and demonstrate excellence in undergraduate teaching. The appointment begins July 1st, 2012. Unfortunately, due to budgetary concerns, we are no longer able to hire for a tenure-track position but have changed the appointment to a one-year limited term appointment. Applications, including a curriculum vitae, writing sample, teaching dossier, and the names and contact information for three academic referees (letters will be solicited after an initial screening of candidates), should be sent to: Dr. Kenneth Parris (Program coordinator, Contemporary Studies), c/o Celine Tallifer (Fraser, Laurier Brantford, 73 George Street, Brantford, Ontario, N3T 2P3. Electronic submissions are acceptable. Please submit to ctallifer@wlu.ca.

 National Defence
Defense nationale

Full-Time One Year Appointments

Department of Defence Studies
Royal Military College of Canada

The Royal Military College of Canada (RMCC), a co-educational and bilingual military university, invites applications for two full-time, one-year-long appointments, one to teach in English and one to teach in French, at the Assistant Professor or higher level. The RMCC Department of Defence Studies is located in Toronto at the Canadian Forces College, a military staff college.

The required qualifications are: a PhD with a concentration in Security and Defence Studies, acceptable graduate-level teaching experience and an acceptable research program. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. The Canadian Information Centre for International Credentials at www.cicic.ca should be consulted.

The successful candidates will teach graduate students in English and in English and French and will participate in their development and supervision. In addition, the candidates must maintain an active research program that is compatible with the research interests of the Department of Defence Studies.

The expected start date for the appointments is July 3, 2012. The salary levels will be appropriate to the qualifications and experience of the successful applicants.

Interested candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, samples of publications, and the names and contact details of three references to:

Deanna Keenan - Human Resources Assistant
Process Number: Anticipatory
Royal Military College of Canada
P.O. Box 17000, Stn Forces
Kingston, ON, K7K 7B4
Email: resume.kingston@forces.gc.ca

The closing date for applications is April 30, 2012.



Postes à temps plein d'une durée d'un an

Département des études de la défense
Collège militaire royal du Canada

Le Collège militaire royal du Canada (CMRC), une université bilingue et coéducative, invite les personnes intéressées à soumettre leur candidature pour deux postes à temps plein d'une durée d'un an, une personne pour enseigner en anglais et une personne pour enseigner en français, comme professeur adjoint ou à un niveau supérieur approprié. Le Département des études de la défense du CMRC se trouve à Toronto au Collège des Forces canadiennes, un établissement d'éducation militaire.

Les candidats doivent satisfaire aux exigences suivantes : détenir un doctorat avec concentration en études de la sécurité et de la défense et avoir de l'expérience acceptable en enseignement au niveau des cycles supérieurs et un programme de recherche acceptable. Les candidats avec diplômes étrangers devront fournir une preuve d'équivalence canadienne. Pour se faire, consulter le Centre d'information canadien sur les diplômes internationaux au : www.cicic.ca

Les candidats sélectionnés enseigneront en anglais et en anglais et français au niveau des cycles supérieurs et participeront au développement et à la supervision des étudiants. De plus, ils devront maintenir un programme de recherche actif compatible avec les domaines actuels de recherche au sein du Département des études de la défense.

La date anticipée d'entrée en fonction est le 3 juillet 2012. Le niveau des salaires seront attribués selon les qualifications et l'expérience des candidats sélectionnés.

Les personnes intéressées doivent faire parvenir leur curriculum vitae, une preuve de leur capacité à enseigner, un sommaire de leurs intérêts de recherche, des échantillons de leurs publications et les noms et coordonnées de trois références à l'adresse suivante :

Deanna Keenan - Adjointe en ressources humaines
Numéro du processus : Anticipatoire
Collège militaire royal du Canada
C.P. 17000, succ. Forces
Kingston (Ontario) K7K 7B4
Courriel : resume.kingston@forces.gc.ca

La période de candidatures prend fin le 30 avril 2012.

Canada

CAREERS CARRIÈRES

UNIVERSITY OF
WATERLOOFull-Time Tenure Track Position
SCHOOL OF SOCIAL WORK

The School of Social Work, Renison University College, University of Waterloo, invites applications for one tenure-track position at the rank of Associate Professor. The appointment will begin on July 1, 2012. We are seeking candidates with demonstrated competency in teaching social work, commitment to master and baccalaureate level education, experience with online teaching and course development, and an established publication record and program of research.

QUALIFICATIONS: A doctorate in social work or related field is required; if doctorate degree is not in social work, an MSW degree is required; demonstrated excellence in teaching and research; at least five year's social work practice experience; and an established research program. Preference will be given to candidates with specializations in mental health and health, social work practice, and significant experience with online education.

Renison University College offers programs and courses leading to the Bachelor of Arts, Honours Bachelor of Social Work and Master of Social Work degrees. All degrees are awarded by the University of Waterloo. The MSW is Canada's first health-focused online Master of Social Work program and is being offered in collaboration with the Faculty of Applied Health Sciences at the University of Waterloo.

The School of Social Work is committed to providing professional undergraduate and graduate education within a mission that promotes social justice and community service. The post-BA, Honours BSW program prepares generalist social workers to work at all systems levels. The MSW program provides students with knowledge and skills in advanced social work practice within a focus on health, research/scholarship, professional leadership, and social work supervision. Full-time and part-time programs of study are available.

Applications, including complete curriculum vitae, a statement of teaching philosophy, teaching portfolio, a sample of an online course or module developed by the applicant, and a brief outline of current and proposed program of research should be directed to:

Dr. Ellen Sue Mesbur, Director
School of Social Work, Renison University College
240 Westmount Road North, Waterloo, Ontario, N2L 3G4

Applicants should also ask three referees to write letters directly to Dr. Mesbur. Review of applications will begin on April 1, 2012 and continue until the position is filled.

For more information about the School of Social Work please visit our website at: <http://www.renison.uwaterloo.ca/social-work/index.shtml>.

Faculty members at Renison are direct employees of the College but participate in the University of Waterloo pension and benefits plans. In accordance with Canadian Immigration requirements, this advertisement is directed first instance to Canadian citizens and permanent residents. The School of Social Work is strongly committed to equity in employment and encourages applications from all qualified persons.



ca. Completed applications must be received by March 20, 2012. Please Note: With regard to equity and values diversity, we welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal peoples, and persons of a visible minority. Although Canadians and permanent residents will be given priority, all qualified candidates, including international candidates, are encouraged to apply. Members of the designated groups must self-identify to be considered for employment equity candidates may self-identify, in confidence, to the Dean of the Brantford Campus, Dr. Bruce Anil. Further information on the equity policy can be found at <https://www.uwaterloo.ca/hr/eqp.php?id=2465&p=10545>.

■ CRIMINOLOGY & SOCIOLOGY – Saint Mary's University. Applications are invited for a tenure-track appointment at the Assistant Professor level commencing July 1, 2012. The Department is seeking a sociologist with a strong record of research and teaching in one or more of the following areas: social movements, social change, political economy and human rights. The successful candidate will hold a PhD and will be expected to teach core undergraduate courses in research methods as well as contribute to the curriculum and academic development of our programs. In addition to its undergraduate programs, the Department offers Masters Degrees in Criminology and Women & Gender Studies. Candidates should fit well in a Department strongly committed to feminist and anti-oppressive teaching and research. We also collaborate with local, regional, national and international communities as part of our research and curriculum. Information about the Department and University may be found at www.smu.ca. Applicants are asked to submit a curriculum vitae, teaching portfolio (including recent student evaluations if available), and an example of written (including published) work. Applicants are responsible for ensuring that their files are complete. Candidates of all nationalities are welcome to apply, but in accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. Saint Mary's University and our Department are committed to the principles of employment equity and offering a diverse learning environment. Aboriginal people, persons with disabilities, racially visible persons and women are encouraged to apply. Consideration of applications will begin February 13, 2012 and will continue until the position is filled. Applications and names and contact information for three referees should be sent directly to the Department Chair, Dr. Evanella Testagui, Department of Sociology & Criminology, Saint Mary's University, Halifax, NS, B3H3C3.

■ EDUCATION (CURRICULUM STUDIES) – Brock University. The Faculty of Education invites applications for a probationary, tenure-track appointment at the rank of Assistant Professor in Curriculum Studies within the Department of Graduate and Undergraduate Studies. The appointment, subject to final budgetary approval, will commence July 1, 2012, or as soon as possible thereafter. The successful candidate will have a doctorate focusing on curriculum as related to teaching, learning and development will be expected to teach at both the undergraduate and graduate levels. The candidate must demonstrate a strong commitment to scholarly research and publications, and have an excellent command of English. First-hand experience in educational settings would be an asset. The ability and means to travel to off-campus locations for instructional purposes is a requirement of employment. The candidate will have a leadership role in undergraduate courses related to curriculum, instruction and assessment. The candidate will also teach graduate courses in his/her area of expertise. Details for applications is March 31, 2012. Salary will be based on qualifications and experience. Applications must include a full curriculum vitae and the names, addresses and phone/fax/e-mail of three confidential referees and be directed to the email address provided below. Dr. Fiona Blakie, Dean, Faculty of Education, Brock University, St. Catharines, ON, L2S 3A1. Email address: search@brocku.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is an equal opportunity employer and encourages applications from women, persons with disabilities, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webm_sand/1095 and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca.

■ EDUCATION (EARLY PRIMARY EDUCATION) – Brock University. The Faculty of Education invites applications for a one-year instructional/teaching position (ITA) in the area of Early Primary Education within the Department of Teacher Education. The appointment, subject to final budgetary approval, will commence July 1, 2012, or as soon as possible thereafter. The successful candidate will hold a masters degree (or higher) in education (or closely associated discipline), with demonstrated expertise related to Ontario's full-day kindergarten program. Preference will be given to applicants with teaching experience in a full-day kindergarten setting and at least one year of Primary/ Junior grade level. Subject area expertise in assessment and evaluation, educational psychology, or Primary/Junior mathematics will be considered an asset. A valid driver's license and a satisfactory police record check with vulnerable sector screening is required. Brock University is located in a UNESCO Biosphere Reserve in southern Ontario, is less than 1.5 hours from Toronto, and is 15 minutes from Niagara Falls. St. Catharines is located on Lake Ontario, and is located in wine-country. It has a population of 130,000 and offers easy access to cultural and recreational activities. Brock is an excellent place to live and work. Deadline for applications is March 31, 2012. Salary will be based on qualifications and experience. Applications must include a full curriculum vitae, the names and addresses of three confidential referees and be directed to the email address provided below. Dr. Fiona Blakie, Dean, Faculty of Education, Brock University, St. Catharines, ON, L2S 3A1. Email address: search@brocku.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is an equal opportunity employer and encourages applications from women, persons with disabilities, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webm_sand/1095 and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca.

for applications is March 31, 2012. Salary will be based on qualifications and experience. Applications must include a full curriculum vitae, the names, addresses and phone/fax/e-mail of three confidential referees and be directed to the email address provided below. Dr. Fiona Blakie, Dean, Faculty of Education, Brock University, 500 Glenridge Ave., St. Catharines, ON, L2S 3A1. Email address: search@brocku.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is an equal opportunity employer and encourages applications from women, persons with disabilities, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/webm_sand/1095 and include the completed form with their application. More information on Brock University may be found on the university website www.brocku.ca.

■ EDUCATION (INDIGENOUS EDUCATION) – University of Victoria. The Faculty of Education at the University of Victoria seeks applications for a tenure-track appointment at the rank of Associate Professor in Indigenous Education. The successful applicant will contribute leadership and expertise to implement the new Bachelor of Indigenous Studies and the new Masters Degrees in Indigenous Language Revitalization, and 2) to other opportunities to integrate Indigenous knowledge, theories, academic areas within the Faculty and across the University. The position starting date is July 1, 2012. The University of Victoria includes a large and vibrant community of Indigenous faculty and staff from around the world. The Indigenous Education team currently includes three Indigenous academic staff, one holding a Canada Research Chair in Indigenous Knowledge and Learning, along with staff who share responsibility for program development and student support. Together we are committed to working with Indigenous communities to develop high quality and responsive educational programs and research. The successful candidate will have: 1. Indigenous ancestry with lived experience in Indigenous communities, cultures and traditions; 2. A demonstrated commitment to community-based collaboration and partnership; 3. An earned doctoral degree completed at the time of appointment; 4. Knowledge of an Indigenous language; 5. Demonstrated excellence in teaching and research; Previous teaching experience in a public, private or band school and experience doing community-based cooperative research would be assets. Responsibilities for this position include: 1. Teaching undergraduate and graduate courses on Indigenous Language Revitalization and Indigenous education; 2. Supervising graduate students conducting research on Indigenous language revitalization and mentoring undergraduate students; 3. Establishing and consulting with educational agencies and Indigenous communities to facilitate constructive relationships with the Faculty; 4. Maintaining an active research and publication program; 5. Contributing to department, faculty and university service activities. Rank and salary will be commensurate with experience and qualifications. In accordance with the university's equity plan and pursuant to Section 42 of the BC Human Rights Code, the selection will be limited to Aboriginal and Indigenous peoples. Candidates must be of Indigenous descent to self-identify. Applications must include a letter of application, a curriculum vitae, a letter of support from an Indigenous community leader, an Indigenous government or Indigenous organization representative, and the names of three referees. Letters of reference are not required at this time. Application packages are to be submitted by March 31, 2012 to: Dr. Robert Anthony, Chair, Office of Diversity and Inclusion, Faculty of Education, University of Victoria, PO Box 3010, STN CSC, Victoria, BC, V8W 2Y4. Fax: 250 721-7598; E-mail: chris@uvic.ca.

■ EDUCATION (SCIENCE EDUCATION) – University of Victoria. The Department of Curriculum & Instruction, Faculty of Education, invites applications for a two-year limited term position at the Senior Instructor level in the area of Science Education. The position includes more than 30 regular work hours per week and a full range of disciplinary responsibilities. The successful candidate will have: 1. Experience and expertise in another instructional area; 2. Experience in working with schools or community groups to support the development of innovative science teaching practices would be highly desirable; 4. Background in ocean sciences, inclusive pedagogies, and information technology applications in the classroom would be an asset. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, members of visible minorities, and people with disabilities are especially encouraged to apply, however, Canadians and permanent residents will be given priority. Effective date of appointment will be July 1, 2012. Applications should include curriculum vitae and the names of three referees (no letters of reference need to be included at this time). Deadline for receipt of applications is March 31, 2012 to: Dr. Robert Anthony, Chair, Department of Curriculum & Instruction, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, BC, V8W 2Y4; E-mail: chris@uvic.ca.



Inspiring Minds

FACULTY OF ENGINEERING

Canada Research Chairs (Tier II)

The Faculty of Engineering at Dalhousie University in Halifax, NS, invites applications from outstanding candidates for three Canada Research Chairs (Tier II) in the areas of Sustainable Transportation Infrastructure and Water Technologies. Appointment to a faculty position will be conditional on candidates' approval through the CRC program review process. Eligibility criteria and CRC program information can be found at www.chairs-craies.gc.ca. The successful candidates will be offered tenure stream appointments at the rank of Assistant or Associate Professor with a start date of January 2013 or later.

Sustainable Transportation Infrastructure
SEARCH No. 1963 / Department of Civil and Resource Engineering

In collaboration with Dalhousie's Centre for Innovation in Infrastructure (CII), the Department of Civil and Resource Engineering is focusing on the needs of Canada's aging and deteriorating public infrastructure. The Chair will be expected to collaborate with other researchers to develop world-class expertise in one or more of: infrastructure evaluation and assessment including pavements and bridge decks; characterization and damage modelling of novel materials and systems for transportation infrastructure; sustainability in bridge and pavement materials; and, the development of performance-based life-cycle criteria for pavement and transportation structure design, rehabilitation and recycling. Preference will be given to applicants whose research includes substantial focus on non-destructive testing and evaluation techniques and in-situ material and structural performance characterization.

Water Technology
SEARCH No. 1971 / Department of Process Engineering and Applied ScienceWater Technology
SEARCH No. 1972 / Department of Civil and Resource Engineering

The Departments of Civil and Resource Engineering, and Process Engineering and Applied Science, in collaboration with Dalhousie's Centre for Water Resources Studies (CWRS), have research strength in drinking water quality, watershed management and treatment technologies. One appointment will be made in each department and both also will be members of the CWRS. The Chairs will be expected to collaborate with other researchers to develop world-class expertise in water technologies. Candidates with expertise in wastewater treatment, environmental hydraulics (as related to water/wastewater infrastructure), water reuse, and treatment systems for cold regions, particularly Northern and Arctic regions, are encouraged to apply.

Applicants should have a well-established research record and demonstrated ability to conduct independent scholarly research. Chairs will be expected to establish a strong, externally-funded research program and to teach both undergraduate and graduate courses. Candidates must have earned a PhD in Civil Engineering, Environmental Engineering or a related field and should be eligible for registration as a Professional Engineer in Nova Scotia.

Interested individuals should reference the search numbers(s) and submit a single PDF file containing a letter of application, curriculum vitae, and a statement of teaching and research interests to:
Chair of the Search Committee
Department of Civil and Resource Engineering
P.O. Box 15000, Halifax, NS B3J 4R2 CANADA
Civil.Office@dal.ca

Three signed letters of reference should be sent directly by referees to the same e-mail address. Review of applications will commence March 1, 2012 and continue until the positions are filled.

Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racially visible persons, and women.

CAREERS CARRIÈRES


Brock
University

Director, Institutional Analysis and Planning

Located at the centre of Canada's Niagara Peninsula in St. Catharines, Ontario, Brock University is one of a select few Canadian universities with the distinction of being part of an UNESCO Biosphere Reserve. With nearly 600 full-time faculty members, the University offers strong undergraduate, graduate and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of more than 18,000. Along with other capital expansion projects taking place, the Cairns Family Health and Bioscience Research Complex will open later this year and will provide a unique research, graduate teaching, and innovation facility for the Niagara region.

Brock is one of the fastest-growing universities in Ontario. This growth, including the significant expansion of the University's graduate programs, has created a greater demand for institutional analysis and planning to support the University's strategic direction. Currently, Brock adopts a decentralized approach to institutional analysis and planning with resources housed in a variety of organizational units. The appointment of the **Director, Institutional Analysis and Planning**, is the first step towards a more integrated and strategic approach to this decentralized model.

For more information, including a full position profile and details regarding how to apply, visit the *Career Opportunities (Administrative-Professional Staff)* section of Brock's website at brocku.ca/hr. The competition will remain open until the position is filled. Review of applications will begin April 16, 2012.

Visit us at: brocku.ca/hr

Brock University | Niagara Region | St. Catharines, Ontario



SCHOOL OF SOCIAL WORK

Faculty Position in Social Work

REFERENCE # VPA-SOWK-2011-001



Applications are invited for a tenure-track faculty position at the rank of assistant professor. Normally, the preferred candidate will have an MSW and a PhD in social work or a related discipline as well as social work experience. A completed earned doctorate is required for the applicant to receive the rank of Assistant Professor or above and to be in a tenure-track position. Candidates who are nearing completion of their doctorate may apply, and if successful, shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree. Assets for the position include, but are not limited to: demonstrated expertise in teaching social work; social work practice experience; an ability to work collaboratively with a wide range of communities; a publication record; and a clearly articulated program of future scholarship. Persons in all social work substantive areas are encouraged to apply, particularly those working on topics or with populations that are traditionally marginalized. Memorial's School of Social Work is committed to the University's goals of internationalization, as well as to its recognition of our special obligation to the people of Newfoundland and Labrador. This includes: child welfare, community and rural development, gerontology, mental health and poverty. Areas of expertise of particular interest also include Aboriginal knowledge and practices, clinical group work, dis(abilities) and immigration and/or refugee experiences.

Memorial's School of Social Work is committed to diversity, social justice, and academic integrity. The School's programs prepare students for ethical, competent, innovative, and effective practice. The undergraduate curriculum is distinguished by its emphasis on general practice in urban, rural, and remote communities. Innovative full-time and part-time programs at the MSW and PhD levels prepare graduates for leadership in social work education, research, and practice. In all its programs, including distance delivery, the School promotes a stimulating and challenging learning environment that advances social work education, scholarship, research, community service, and professional practice. The BSW and MSW programs are accredited by the Canadian Association for Social Work Education (CASWE). The School's mission, distinctive features, and leadership capacity is supported by a growing, diverse, and collegial faculty. Further information about the School of Social Work and Memorial University are available on our website: <http://www.mun.ca/socw/home/>.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to approximately 18,000 students, Memorial provides a distinctive, stimulating, and fun environment for learning. St. John's is a friendly city with great historic charm, and a vibrant cultural life. It is nestled within striking landscapes and offers a wide range of outdoor activities.

Applications should include: (1) A letter of application; (2) A current curriculum vitae; (3) A statement outlining scholarly achievement, teaching excellence and research interests; (4) Evidence of content expertise and teaching effectiveness that may include sample course outlines and teaching evaluations; (5) A statement of teaching philosophy and interests; (6) Samples of scholarship or professional writing; and (7) Names and contact information of three current referees.

Applications will be addressed to:
Dr. Alean Al-Krenawi, Professor & Dean
School of Social Work, Memorial University of Newfoundland
St. John's, Newfoundland and Labrador, A1C 5S7
Tel: 709-864-8044 / Fax: 709-864-3503

Closing date for applications is April 1, 2012.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people, and persons with disabilities.


advanced
MEDICAL IMAGING


EFW Radiology
Specialists in Diagnostic Imaging

PERINATOLOGIST

Calgary Alberta, Canada

EFW Radiology (in Calgary, Alberta) invites applications for the position of Perinatologist in their Maternal-Fetal-Medicine practice.

The successful candidate will join four experienced Perinatologists providing consultative tertiary care for the obstetrical population in southern Alberta. Our outpatient MFM clinics are located in Calgary which has a population of approximately 1.2 million people. The obstetrical population of Calgary has approximately 18,000 deliveries per year. The southern Alberta catchment area includes another 300,000 population.

The MFM group in EFW Radiology represents a successful and unique collaboration between EFW Radiology and Maternal-Fetal-Medicine. The MFM group provides the highest quality care as a tertiary consultative practice, including investigations and procedures focusing on prenatal consultation and ultrasound evaluation during pregnancy.

As a successful candidate, you will have established clinical credibility as a Perinatologist with demonstrated ability to work with a team, advanced interpersonal communication skills and a commitment to delivering innovative perinatal care. You will also support the academic mission of the Departments of Obstetrics & Gynecology and Diagnostic Imaging by demonstrating support for educational and research programs. This position is available on or before April 1, 2012. A successful candidate will be considered for clinical appointments in the Departments of Obstetrics & Gynecology and Diagnostic Imaging.

Qualifications include an MD or equivalent, specialist certification in Obstetrics & Gynecology, eligibility for licensure in the Province of Alberta and completion of a recognized Fellowship in Maternal-Fetal Medicine.

Please submit your curriculum vitae, a statement of introduction and interest and three references by March 31, 2012 to:

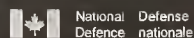
Dr. Gregory T. Connors
Head, MFM Group, EFW Radiology
Southern Alberta Centre for Maternal-Fetal Medicine
Suite 100, 3280 Hospital Drive NW
Calgary, Alberta T2N 4N1
Canada

If you have any questions regarding this posting, please email Dr. Connors:

Greg.Connors@efwradi.com

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens, and permanent residents of Canada. EFW Radiology respects, appreciates and encourages diversity.

We wish to express our appreciation to all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted.



National
Defence

Defense
nationale

Part-Time DL Teaching and Supervision Opportunities

Department of Defence Studies
Royal Military College of Canada

The Department of Defence Studies of the Royal Military College of Canada, located in Toronto at the Canadian Forces College, invites applications for part-time DL instructors and project supervisors in support of the Canadian Forces Joint Command and Staff Programme. The subjects to be taught, in both French and English, include: leadership and ethics, command and management, military science, and operational planning. For information about these courses, please visit: www.cfc.forces.gc.ca/248-eng.html

Applicants who have PhDs, Masters degrees or extensive professional experience in any of the following degree areas, especially those who have significant experience directing and teaching professional military education, will be considered: political science, social sciences, behavioural sciences, political or economic history, war studies, military and strategic studies, defence studies, economics, and management.

While part-time employees are preferred, engagement on a personal services contract is possible. The salary/compensation range is from \$3,500 to \$10,000 for each one-term course.

The closing date for applications is 30 April 2012.

See <http://www.rmcc.ca/per/emp/index-eng.asp> for application procedures



Opportunit  s    temps partiel d'enseignement AD et de supervision

D  partement des   tudes de la d  fense
Coll  ge militaire royal du Canada


Le D  partement des   tudes de la d  fense du Coll  ge militaire royal du Canada, au Coll  ge des Forces canadiennes    Toronto, invite les candidatures pour des instructeurs    temps partiel pour des cours    distance et pour la supervision des projets du Programme de commandement et d'  tat-major interarm  es. Les cours    enseigner en fran  ais et en anglais incluent : le leadership et l'  thique, le commandement et la gestion, les sciences militaires et la planification op  rationnelle. Pour de plus amples informations concernant ces cours, veuillez visiter : www.cfc.forces.gc.ca/248-fra.html

Les candidats ayant un doctorat, une ma  trise ou beaucoup d'exp  rience professionnelle dans un des domaines suivants, id  alement de l'exp  rience comme dirigeant et instructeur en   ducation militaire professionnelle, seront consid  r  s : les sciences politiques, les sciences sociales, les sciences du comportement, l'histoire politique et   conomique, les   tudes de la d  fense, les   tudes de la conduite de la guerre, les   tudes militaires et strat  giques, l'  conomie et la gestion.

Les postes seront de pr  f  rence    temps partiel ou possiblement    contrat. Le niveau salarial ou de compensation des cours normalement offerts est de 3 500 \$    10 000 \$ par cours d'un semestre.

La p  riode de candidatures prend fin le 30 avril 2012.

Pour les informations concernant les demandes d'emploi, veuillez consulter <http://www.rmccr.forces.gc.ca/per/emp/index-fra.asp>



CAREERS CARRIÈRES



Western Medicine & Dentistry

Schulich School of Medicine & Dentistry

TIER 2 CANADA RESEARCH CHAIR Medical Health Informatics

The University of Western Ontario (Western), one of Canada's leading research intensive universities, seeks applicants for a Tier 2 Canada Research Chair in Medical Health Informatics. In accordance with the regulations set for Tier 2 Canada Research Chairs (www.chairs-chaires.gc.ca), the candidate will be an excellent emerging scientist who has demonstrated research creativity and innovation, and the potential to achieve international recognition in the field of medical health informatics within the next five to ten years. The Candidate must propose an original and innovative research program of high quality which would attract excellent trainees, students and future researchers.

Applicants must hold a Ph.D. (and/or an M.D., D.D.S.) or equivalent. The successful candidate will be appointed in a tenure-track appointment at the rank of Assistant Professor, or at an Associate Professor level if qualifications and experience warrant. The appointment will be made to the appropriate department suitable to the candidate's background and qualifications with an opportunity for a cross-appointment(s) to an appropriate Clinical or Basic Science Department and/or affiliated research institutes.

The successful candidate will be expected to establish an independent, externally funded, research program. We seek candidates with a strong research record and expertise in medical health informatics. Researchers with expertise in the development and application of databases, electronic health records, and/or information systems to improve human health are encouraged to apply. The position will allow the candidate to take a leadership role in medical health informatics, which has been identified as an emerging area of research strength at The University of Western Ontario.

With full time enrollment of about 32,000, Western graduates students from a range of academic and professional programs. Further information about The University of Western Ontario can be found at <http://www.uwo.ca>. Western's Recruitment & Retention Office is available to assist in the transition of successful applications and their families.

Please send a detailed curriculum vitae, a brief description of current research program, accomplishments, and future plans, copies of representative publication, and the names of three references to:

Dr. Victor Han
Associate Dean, Research, Schulich School of Medicine & Dentistry
Suite 1240, 1st Floor, Robarts Research Institute
The University of Western Ontario, London, Ontario CANADA N6A 5C1
selection.committee@schulich.uwo.ca

Applications will be accepted until the position is filled.
Review of applications will begin May 2012.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

UNIVERSITY OF
WATERLOO



Director SCHOOL OF SOCIAL WORK

Renison University College, affiliated with the University of Waterloo, invites applications for the Director of the School of Social Work. The successful candidate will exhibit distinction in educational leadership, administration, teaching, research and scholarship, and social work service. This is a full time tenured position at the rank of associate or full professor to begin July 1, 2012.

Renison University College is a dynamic, growing community of scholars offering innovative academic programs leading to a Bachelor of Arts, Honours Bachelor of Social Work, and Master of Social Work degrees. All degrees are awarded by the University of Waterloo.

The School of Social Work prepares social work practitioners through an accessible and inclusive curriculum, in a learning environment that fosters caring and competent social work practice within regional, national and international contexts and embraces principles of justice, equality, and respect for diversity. It offers an Honours Bachelor of Social Work program consistently accredited by the Canadian Association for Social Work Education, as well as a bold new, primarily on-line, Masters of Social Work degree with a focus on health.

QUALIFICATIONS: Applicants for this senior position will possess a PhD in Social Work (or equivalent), and be eligible for membership in the Ontario College of Social Workers and Social Service Workers. We seek a collegial leader able to inspire students, faculty, staff, and community partners, as well as a strategic thinker who can continue to advance the School's, and Renison's impact. Candidates should have an outstanding record of scholarly research and publications, administrative experience, accomplishment in teaching at both graduate and undergraduate levels, and an appreciation of multi-modal, extended learning. Candidates will have strong professional networks and the ability to initiate community partnered research projects.

Applications, including curriculum vitae, a statement of research interests, a statement of teaching philosophy and administrative experience, and the names and contact information of three referees, should be forwarded to:

Dr. Glenn F. Cartwright, Principal and Vice-Chancellor
Renison University College
240 Westmount Road North, Waterloo, Ontario, N2L 3G4

Consideration of applications will begin April 1, 2012 and continue until the position is filled.

For more information about the School of Social Work please visit our website at: <http://www.renison.uwaterloo.ca/social-work/>

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Renison University College respects, appreciates, and encourages diversity.

K

KINESIOLOGY — Brock University. The Department of Kinesiology at Brock University invites applications for a probationary tenure track position at the rank of Assistant Professor effective July 1, 2012, subject to final budgetary approval. The successful applicant must have a completed PhD and an outstanding record of research productivity, including publications in quality peer-reviewed journals as well as demonstrated potential to secure external funding through national agencies. Candidates must be qualified to teach in one of the following areas: history, physical literacy, physiology, or psychology. University teaching experience would be an asset. The closing date for applications is April 15, 2012, and the review process will continue until the position is filled. Applicants must submit a letter of application, a curriculum vitae, and the names of three referees to: Dr. Philip Sullivan, Chair, Department of Kinesiology, Brock University, St. Catharines, Ontario, Canada, L2S 3A1; E-mail: phil.sullivan@brocku.ca. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group of their application. Candidates who wish to be considered as a member of one or more designated groups should fill out the Self-Identification Form (available at http://www.brocku.ca/webfm_send/1095) and include the completed form with their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website www.brocku.ca.

L

LIBRARIAN (SCIENCE LIBRARIAN) — York University. York University Libraries seek a self-directed and public service-oriented Science Librarian based in the Science & Engineering Library. Details: <http://web.yorku.ca/academic/humanities/viewposition.jsp?positionnumber=1302>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/aca/pubs> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Temporary entry for citizens of the U.S. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

M

MEDICINE (NEUROLOGY) — University of Saskatchewan. The Department of Medicine, College of Medicine, University of Saskatchewan and Saskatoon Health Region, invites applications for a University position in the Division of Neurology. Responsibilities include teaching, research and patient care. Preference will be given to applicants with a focus in research and/or education. Canadian certification or eligibility for examination is required. The University and Saskatoon Health Region are committed to employment equity. Members of designated groups are encouraged to self-identify (Aboriginal persons with disabilities and visible minorities). Please reply in confidence to: H. Heppner, MD, FRCP, FRCPC, Head, Department of Medicine, University of Saskatchewan, Royal University Hospital, 103 Hospital Drive, Saskatoon, SK, S7N 0W8.

MUSIC (TRUMPET) — Brandon University. Brandon University is a leader in providing high quality education to over 3,500 full and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personal learning environment. The School of Music, Brandon University, invites applications for a tenure-track position in trumpet, subject to budget. Responsibilities will include studio teaching, brass methods and brass ensemble. Other duties may be assigned in areas relevant to the successful candidate's interest and expertise. The School of Music is one of Canada's foremost institutions for musical instruction in both classical and jazz performance. With a world-class faculty dedicated to the individualized training of its students, the School of Music is committed to excellence in music education, performance, and has maintained a student/faculty ratio of 7 to 1. A Master's degree is required. A doctorate (or comparable professional experience) is preferred. Rank and Salary commensurate with qualifications and experience. Start Date: July 1, 2012 or upon the availability of the successful candidate. Deadline for Applications: March 30, 2012 or until the position is filled. Please send a letter of application, including a CV, recordings, and names of three references, to: Dr. Michael Kim, Dean, School of Music, Brandon University, mike.kim@brun.ca. We thank all applicants for their interest and effort in applying for this position and advise that only those candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

N

NURSING — York University. The School of Nursing, Faculty of Health invites applications from qualified candidates for up to seven (7) three-year contracts/limited appointments (CLA) at the Sessional Assistant Professor level in Nursing, commencing July 1, 2012 and ending June 30, 2015. These positions are subject to budgetary approval. We are seeking candidates with teaching experience and recent clinical expertise and experience using evidence-informed, nursing theory-guided practice to teach in our undergraduate programs in the following clinical areas: acute and/or episodic mental illness; child health; medical-surgical nursing; and community health practice or simulation and teaching in the Nurse Resource Lab. In

addition to expertise and experience in one of the above clinical areas, the candidates who will be considered will also demonstrate current knowledge in one or more of the following areas: global/local health promotion and determinants of health; pathophysiology; knowledge transfer at point of care, client centered care; leadership; nursing education, including interprofessional models; research methodology; nursing theories and the human science paradigm; and experiential learning, innovation and simulation. Experience with technology-enhanced and online learning is an asset. They must also show excellence in undergraduate teaching. All applicants must have a baccalaureate degree in Nursing. A Master's degree is required, with preference given to a graduate degree in Nursing. Candidates must demonstrate point of care experience in one of the above listed clinical areas within the past 3 to 5 years. Candidates must be prepared to teach and/or support learning activities within the clinical simulation laboratory (Nursing Resource Centre) and/or community practice, participate on committees and work with a diverse student population. All candidates must be registered, or eligible for registration, with the College of Nurses of Ontario, and must provide their registration number on application. Proof of academic credentials is required prior to appointment. The application deadline date is April 20, 2012. If the positions are not filled by that date, applications will be accepted until filled but not considered after June 30, 2012. Candidates must submit a letter of application with up-to-date curriculum vitae, three letters of reference, and separate statements of teaching experience and interests to: Dr. Claire Mallette, Director, School of Nursing, Room 313, NNEB Building, York University, 4700 Keele Street, Toronto, ON M3J 1P3; Fax: 416-736-5724; Tel: 416-736-5271; E-mail: nursjobs@yorku.ca. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/aca/pubs, or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the U.S. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

P

PSYCHOLOGY (DEVELOPMENTAL PSYCHOLOGY) — McMaster University. The Department of Psychology, Neuroscience & Behaviour, McMaster University, invites applications for a contractually limited position at the Assistant Professor level, to begin by July 1, 2012. The appointment, which initially is for a 3-year term, is to teach developmental psychology as well as courses in such areas as social, abnormal, educational and aging psychology. We are seeking candidates with experience and an interest in teaching at the undergraduate level. Candidates who should have a PhD in Psychology, should send a curriculum vitae, statement of teaching interests, supporting documents relevant to teaching credentials and a copy of reference to: CLA Search Committee, Department of Psychology, Neuroscience & Behaviour, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4K1. Review of applications will begin February 29, 2012 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

R

RELIGION & CULTURE — Wilfrid Laurier University. The Department of Religion and Culture invites applications for a One-Year Limited-Term appointment at the rank of Assistant Professor, commencing July 1, 2012, subject to budgetary approval. Candidates who specialize in the area of New Testament are especially encouraged to apply. Preference will be given to candidates able to support the department's graduate program on religious diversity in North America, and holding a completed PhD in religious studies at the time of appointment. Candidates from other disciplines are invited to apply provided they are clearly qualified to teach courses in religious studies and to explore its interactions with other religious traditions; other courses will be broader and either thematic or comparative. Applicants may apply by email to recruiting@wlu.ca, but are also required to forward a hard copy of their cover letter, curriculum vitae, transcripts, sample publications, teaching dossier (course evaluations and outlines, etc.), and the names, addresses and contact information for three professional references, to: Dr. James Wray, Chair of the Search Committee, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Questions may be directed to jwray@wlu.ca, or 519-884-0710, ext. 3942. Information about the Department of Religion and Culture can be found at: <http://www.wlu.ca/arts/religionandculture>. The deadline for receipt of materials is: March 30, 2012. Wilfrid Laurier University is committed to employment equity and values diversity. We welcome applications from qualified women and men, including persons of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of Arts, Dr. Michael Carroll (mcarroll@wlu.ca). Further information on the equity policy can be found at <http://www.wlu.ca/page.php?pid=2465&pg=10545>.

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CAREERS CARRIÈRES

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York University is the leading interdisciplinary research and teaching university in Canada. York offers a modern, academic experience at the undergraduate and graduate level in Toronto – Canada's most international city. The third largest university in the country, York is host to a dynamic academic community of 62,000 students, faculty and staff, as well as 240,000 alumni worldwide. York's 10 Faculties and 28 research centres conduct ambitious, groundbreaking research that is interdisciplinary, cutting across traditional academic boundaries.

Become part of the Faculty of Liberal Arts & Professional Studies (LA&PS), a diverse group of educators committed to helping create an ever more engaged student body. Larger than most universities in Canada, LA&PS offers 59 undergraduate and 23 graduate programs taught by over 1,350 full- and part-time faculty who provide a compelling learning experience for some 25,000 undergraduate and 1,800 graduate students. Within its 21 academic units, LA&PS brings together Canada's most comprehensive group of interdisciplinary academic programs and researchers in social sciences, humanities and related professional programs.

Place yourself in the company of faculty who see their teaching, research and university citizenship as integral to their profession, where a perpetually evolving array of programs rouse, enlighten and serve students, while contributing to the greater society and facilitating the creation of new knowledge. LA&PS has forged mutually supportive ties with its local and global neighbours that your participation as an educator will help extend. Make the most of this engaging opportunity. Apply now.

The start date for all positions is **July 1, 2012**. Salary will be commensurate with qualifications and experience. All York University positions are subject to budgetary approval.

Applications are to be sent to the appropriate contact person and area co-ordinates specified under each listing, at: **York University, 4700 Keele St., Toronto, Ontario, Canada M3J 1P3.**

Faculty of Liberal Arts & Professional Studies

TENURE-TRACK APPOINTMENT Department of Economics

Applications are invited for a mid-career position in **Empirical Microeconomics**, at the rank of Associate Professor or Full Professor. A PhD in Economics is required. The successful applicant will be an established scholar with a very strong publication record, with evidence of both success and an ongoing commitment to teaching at all levels and to service. s/he will play an important leadership role in supporting the scholarship of a strong existing cohort of emerging and established empirical scholars, the continued development of a robust graduate program and the ongoing process of faculty renewal. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies.

Candidates are asked to submit a signed letter of application, a curriculum vitae, a statement of research and teaching interests, teaching evaluations, and descriptions of work in progress, and arrange for three letters of reference to be sent directly to: hiring2011@econ.yorku.ca. The application deadline date is **March 23, 2012**. If the position is not filled by that date, applications will be accepted until filled but not considered after June 1, 2012. Inquiries can be made to: **Professor Barry Smith, Chair, Department of Economics, 1136 Van Hall.**

CONTRACTUALLY LIMITED APPOINTMENTS Department of Social Science

Applications are invited from qualified candidates for a two-year Sessional Assistant Professor position in **Business & Society**. Applicants must hold a PhD (or be near completion) in one of the social sciences or in a relevant discipline, as well as have an active research program relevant to the program. Applicants must have an interdisciplinary background in the social sciences and will be expected to teach three full-year courses from a variety of fields within the program (for further details, see: www.yorku.ca/laps/sosc/busso/). The successful applicant must demonstrate excellence or promise of excellence in teaching. Demonstrated versatility in teaching (e.g., at different levels of the curriculum and in varying pedagogical formats) is an asset.

The deadline for applications is **April 20, 2012**. Applicants should submit a letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae, a teaching dossier, sample publications, and arrange for three

confidential letters of recommendation to be sent to: **Professor Kimberley White, Chair, Department of Social Science, South 754 Ross Building.**

School of Social Work

Please note that this is an updated ad. Applications are invited for a one-year Sessional Assistant Professor position in **Social Work**. The School of Social Work has BSW, MSW and PhD programs, is a recognized leader in critical social work education across Canada, and is committed to educating social workers in practices that further the goal of social justice. Candidates from diverse communities are encouraged to apply. Candidates must have a BSW or MSW, and a PhD or PhD near completion in Social Work or a related discipline. Substantial practice experience in social work is required, as is experience working with diverse and marginalized populations. The field of research specialization is open, but the successful candidate will demonstrate a clear appreciation and understanding of the mission statement of the School, especially in the areas of critical perspectives and social justice. The successful applicant must demonstrate excellence or promise of excellence in teaching, and have a strong research agenda and interest in service. This position carries a teaching load of three full courses or the equivalent. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies.

Applicants should submit, in hard copy, a letter of application discussing the above criteria, an up-to-date curriculum vitae, a statement of research and teaching interests, samples of published work, and teaching evaluations, and arrange for three letters of reference to be sent, by **March 23, 2012**, to: **Professor Barbara Heron, Director, School of Social Work, 1017B Kinsmen Building.**

Department of Sociology

Applications are invited from qualified candidates for a one-year Sessional Assistant Professor position in the area of **Crime and Social Regulation**. Candidates must hold a PhD (or be near completion) in a relevant social science discipline or interdisciplinary field, and have an active research program. Candidates must demonstrate excellence or the promise of excellence in undergraduate teaching, with a background and interest appropriate for teaching upper-level courses of a critical, interdisciplinary nature. The chosen candidate will be expected to teach a variety of courses related to the criminal justice system, policing, organized crime, and the sociology of crime and social regulation.

Applicants should submit a letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae, a teaching dossier, and sample publications, and arrange for three confidential letters of recommendation to be sent, by **April 20, 2012**, to: **Professor Nancy Mandell, Chair, Department of Sociology, Room 2060, Van Hall.**

York-Noor Visiting Chair in Islamic Studies

Applications are invited for a three-year contractually limited appointment at the Sessional Assistant or Associate Professor level as the **York-Noor Visiting Chair in Islamic Studies**. A PhD is required in a relevant discipline in the social sciences or humanities. Applicants must have a record of excellence or the promise of excellence in an area of scholarly research in the study of Islam. Research in a comparative context and/or engaging the diversity of the Islamic world is an asset. Preference will be given to those with teaching experience at the university level, and to those with high proficiency in standard Arabic and/or in another relevant language. The candidate is expected to liaise with the Noor Cultural Centre to plan and organize joint seminars and/or a series of intellectual conversations for York faculty, staff and students, and the community. These seminars will be jointly delivered at York University and at the Noor Cultural Centre.

Applicants should submit a letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae and a teaching dossier, and arrange for three confidential letters of recommendation to be sent, by **April 20, 2012**, to: **Professor Patricia Burke Wood, Associate Dean, Faculty Affairs, 5949 Ross Building.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. For contractually limited appointments, temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

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IN REVIEW

The Question of Access Disability, Space, Meaning



Tanya Titchkosky, Toronto, ON:
University of Toronto Press, 2011; 192 pp;
ISBN: 978-1-44264-026-9, cloth \$55 CAD.

Reviewed by NANCY HANSEN

TANYA Titchkosky's fine new book is stimulating and worthy of note. In *The Question of Access* she takes the reader on a refreshingly forthright journey through the physical and temporal landscape of the modern university. She examines how disability and impairment is understood (or not), within the academy. In the process the author turns the traditional, individualized, medicalized, problematic, understandings of disability and impairment on their head.

In six chapters Titchkosky, a disabled academic, questions the way in which the under-

lying philosophy of the academy determines how academic space is organized and prioritized for some and not for others. Similarly, how support is provided for some and not for others.

The author maintains that practices do not evolve in a vacuum and the perception of disability is culturally imbued. Consequently, how disability is understood has a direct impact on how it is framed and addressed. Disability is rarely conceived as a shared, regular or natural part of public space but rather a social anomaly.

The unexpectedness of disability in academic space is a reflection in the taken-for-granted absences or rather its unimagined presence in the first place. Disability or impairment is not perceived as a natural fit in this space. Where disability is present in the academy it is largely presented as a private student concern. Disabled academic staff are often virtually absent from the cultural mindset.

This approach works to reproduce the privilege and power and value of the normal — however that is constructed — while further diminishing that of disability. Often perceived as a worst case scenario, the presence of disability in the academic setting is commonly characterized as unnatural or disruptive to the natural, established processes of academic space.

The personal costs to the individual involved in self-identification often weigh heavily. An essentialist approach to disability often reduces people to their conditions. A binary all-or-nothing understanding of disability draws

a sharp line between who belongs in certain spaces and who does not. The dominance of the reductionism is further illustrated by a bureaucratic/legalistic approach to equity void of imagination and mired in forms and cost-benefit relations. The energy of administration is spent counting, meeting and planning as opposed to doing. Caught up in waiting for the right time or space quantitative elements remain paramount.

Surveys and questionnaires are endlessly repeated. These document the planning for progress and thereby maintain the status quo. Historical absences remain intact or at least minimally displaced. Titchkosky wonders whether such practices are exclusive or exclusionary, further objectifying the other.

She further relates how the university landscape often presents symbols of access (most commonly, the blue and white wheelchair images), as representing the possibility or concept of access rather than the substantive reality. A strange dualism of inaccessible/accessibility is seemingly ever-present, mitigated by a better than nothing philosophy. This is best illustrated when access is absent or wheelchair access signs are placed on inaccessible washroom doors.

Access remains contingent when the absence of disability is normalized and when disability is characterized as problematic rather than ordinary. People with disabilities are regularly expected to make do with physical accommodations that even with the best intentions may not work, or options that are very difficult and not fully thought through.

The author maintains that disability issues are not truly present because they are rarely included in the dominant diversity discourse. Marginal accessibility reflects the understanding that the use of space is not yet universal and certain groups remain naturally, socially excluded or at best periodically included.

Titchkosky argues that in order for disability to move beyond a tentative presence in the academy its historical absence and dislocation must be questioned from the outset. What is known and understood about disability compels critical re-examination. Spaces of knowledge are slowly changing driven by rethinking the margins. People with disabilities are active agents in this process.

The author believes that in much the same manner as women's and native studies, disability studies is questioning what is natural and who belongs, challenging the comfort of long-established beliefs. The discipline is helping to create spaces for and means of dialogue. A textured understanding of disability is emerging. Interpretations are changing and disability is being rethought.

Through narratives of struggle and analyses of policy and everyday practices, *The Question of Access* presents a thoughtful, important perspective. The book is a much-needed resource with which to generate further discussion and positive change in and outside of the academy. ■

Nancy E. Hansen is director of the interdisciplinary master's program in disability studies at the University of Manitoba and a member of CAUT's academic staff with disabilities working group.

QUICK PICKS



Leadership and Purpose A History of Wilfrid Laurier University

Andrew M. Thomson, Waterloo, ON:
Wilfrid Laurier University Press, 2011; 183 pp;
ISBN: 978-1-55458-432-1, paper \$29.95 CAD.

On October 30, 1911, a jubilant crowd of nearly 1,500 people gathered in their Sunday finest on the lawn of a large home on the rural outskirts of Waterloo, Ontario. They were there to mark the opening of the Evangelical Lutheran Seminary of Canada. With just four students and one full-time professor, the seminary was modest in size but it had the enthusiastic support of an entire com-

munity. Over the next 100 years this small religious school would evolve into a thriving public university with thousands of students passing through annually. In *Leadership and Purpose*, historian Andrew Thomson tells the remarkable story of the school's rise to national prominence.



Feminism for Real Deconstructing the Academic Industrial Complex of Feminism

Jessica Yee, ed. Ottawa, ON: Canadian
Centre for Policy Alternatives, 2011; 176 pp;
ISBN: 978-1-92688-849-1, paper \$15 CAD.

When feminism itself becomes its own form of oppression, what do we have to say about it? Western notions of polite discourse are not the norm for all of us, and just because we've got some new and hot language lately in equity-seeking movements like feminism — such as "intersectionality" — to use in our talk, it doesn't necessarily make things change in our walk (i.e. actually being anti-racist). Confronting the sometimes uncomfortable questions feminism has made us ask about what's going on for real paved the many paths that brought the contributors of this book together to share their sometimes uncomfortable truths, not just about feminism, but about who they are and where they are coming from. Against a backdrop exposing a legacy of over 500 years of colonization and oppression, *Feminism for Real* explores what has led us to the existence of "feminism," who gets to decide what it is, and why. With stories that make the walls of academia come tumbling down, it deals head-on with the conflicts of what feminism means in theory as opposed to real life, the frustrations of trying to relate to definitions of feminism that never fit no matter how much you try to change yourself to fit them, and the anger of changing a system while being in the system yourself.



Our Schools / Our Selves Instruments of Social Change

Erika Shaker, ed. Ottawa, ON: Canadian
Centre for Policy Alternatives, 2011; 161 pp;
ISBN: 0840-7339, paper \$15 CAD.

If schools are truly to be instruments of social change, how we can ensure that the change we build together is inclusive, empathetic, just and empowering; that it serves students, educators and communities; that it broadens horizons rather than narrowing them; and finally, that its 'strings' connect and engage rather than bind and limit? *Instruments of Social Change* examines how schools, students and educators are addressing these issues.